

## LE MOT DU PRÉSIDENT

Dévoilement d'une entente-cadre sur l'innovation conclue par Ottawa et l'AUC.

Voir Page A3

## BOOKSHELF

The Gold and the Blue: Clark Kerr's personal memoir of the University of California.

See Page A8

## COMMENTARY

A top-down study in mismanagement at the University of Saskatchewan.

See Page A13

Accessibility Campaign

A2

Pay Equity

A4

La protection des Canadiens

A5

Le respect de la vie privée

A7

Carrières

B1

# CAUT ACPPU BULLETIN

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## L'ACPPU lance la Fondation Harry Crowe

Le Conseil de l'ACPPU a créé une nouvelle fondation dans le but d'effectuer des études et des recherches sur le rôle de l'enseignement et de la recherche postsecondaire dans la société contemporaine.

Appelée la Fondation Harry Crowe, en l'honneur de celui dont la cause en matière de liberté universitaire a donné naissance à l'ACPPU contemporain, la fondation parrainera des recherches et organisera des conférences sur des questions liées à l'enseignement postsecondaire, entre autres la liberté d'expression en milieu universitaire, les facteurs sociaux influençant les priorités en recherche, l'autonomie et la direction des établissements d'enseignement ainsi que les communications savantes à l'ère numérique.

Les administrateurs de la fondation sont John Hoddinott, professeur de sciences biologiques à l'Université de l'Alberta et ancien président d'Amnistie internationale Canada, Howard Pawley, ancien premier ministre du Manitoba et professeur de droit à la retraite de l'Université de Windsor, Brenda Gallie, professeure de médecine à

Voir FONDATION à la page A11

## Foundation Named in Honour of Harry Crowe

CAUT Council has established a new foundation to carry out education and research on the role of post-secondary teaching and research in contemporary society.

Named the Harry Crowe Foundation, after the person whose academic freedom case gave rise to the modern day CAUT, the foundation will sponsor research and conduct conferences on issues in post-secondary education, such as freedom of academic expression, social factors affecting research priorities, institutional autonomy and governance, and scholarly communication in a digital age.

Directors of the foundation include John Hoddinott, professor of biological sciences at the

University of Alberta and former chairperson of Amnesty International Canada; Howard Pawley, former premier of Manitoba and retired professor of law of the University of Windsor; Brenda Gallie, professor of medicine at the University of Toronto and head of Cancer Informatics at the Ontario Cancer Institute; Jon Thompson, professor of mathematics and statistics at the University of New Brunswick and member of the committees of inquiries into the Fabrikant and Olivieri cases; and Arpi Hamalian, professor of education at Concordia University, president of the Fédération québécoise des professeurs et professeurs d'université and former principal of the Simone de Beauvoir Institute. ■

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## Ottawa Must Protect Canadians Caught in U.S. Net

CAUT executive director James Turk has met with federal foreign affairs officials to express concern over the treatment of Canadian citizens travelling to or through the United States.

"Various U.S. laws, regulations and policies — mostly in the aftermath of Sept. 11 — raise serious human rights concerns and are affecting Canadians at or within American borders," Turk said. "This includes many Canadian academics who work in the U.S. or travel to the U.S. in relation to their work."

He told officials that the Canadian government has an obligation to provide the most effective diplomatic protection possible to Canadians caught up in the U.S. security net and to use both informal and formal means to press the American government to end practices that violate international law and treaty obligations.

In the meantime, he said, the Canadian government has a critical responsibility to inform Canadians about the risks they face in travelling to or through the U.S.

Recent cases have highlighted several previously unknown aspects of American controls. One is the fact that any Canadian seeking admission to the U.S. may be detained because, under American law, non-Americans can withdraw their applications for admission and depart from the U.S. only at the discretion of the Attorney General. A second is that foreign nationals, from almost 20 countries, can be subjected to special registration requirements regardless of their country of citizenship.

Turk said CAUT is opposed to the practice of profiling by ethnic origin.

"Not only is ethnic origin a woefully inadequate indicator of terrorist activity, such profiling is a practice that has received wide-

spread condemnation in both Canada and the U.S. when used by law enforcement officials," he warned. "Certainly most Canadians are surprised and offended when they learn American officials are treating Canadian passport holders in this way."

Canadian academic Mohamed Hassan Mohamed, Sudanese by birth, was detained for nine hours, and then refused entry to the U.S. to assume his weekly teaching duties at the State University of New York at Fredonia unless he agreed to sign a statement asserting he was a Sudanese national and agreed to be fingerprinted and registered. American officials refused to allow him access to Canadian consular authorities, and eventually Mohamed was deposited on the Canadian side of the border in the middle of the night. Unexplicitly, two weeks later,

See CAUGHT IN U.S. NET Page A2

## Academic Freedom Fund

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# CAUT ACPPU BULLETIN

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## NEWS ACTUALITÉS

### CAUT, CFS Launch Accessibility Campaign

CAUT and the Canadian Federation of Students are launching a national campaign this month to highlight the impact of skyrocketing tuition fees on access to post-secondary education in Canada.

The two groups are organizing a national forum on access to be held in Ottawa on April 3 to consider ways that barriers to post-secondary education can be eliminated.

"Everyone seems to agree that education is the key to our future, but very few are proposing ways that we can stop fees from rising," said Ian Boyko, national chairperson of the CFS.

"I think this forum will allow us to put the issue squarely onto the public agenda and to engage other organizations that are sympathetic to our concerns but have until now been relatively silent."

CAUT president Victor Catano says CAUT proposed the idea of a joint campaign after hearing from large numbers of faculty members concerned about accessibility and affordability.

"More and more, I'm finding faculty members are concerned that, with the cost of tuition rising higher and higher, our institutions are in danger of returning to their elitist roots," Catano said, adding, "I'm also hearing from a lot of younger faculty being hired out of graduate school who are really struggling to pay off their student loans and to make ends meet."

Catano says that academic staff everyday see first hand the difficulties faced by many students who are forced to sacrifice their studies in order to work to pay for their education.

"We have students who are often holding down two and three part-time jobs. They just can't devote the time and energy they should to their studies," he said.

In separate initiatives, CAUT and CFS are sponsoring a series of regional events prior to the April forum. The first will be held in Vancouver Jan. 16. Other events are planned for Winnipeg, Sudbury, Toronto and Sydney. ■

Version française à la page A7.

### U.S. Seeks to Control Research

UNIVERSITIES across the United States say they are facing increasing government pressure not to publish some research because of claims it might be used by terrorists.

University officials say the U.S. Department of Justice and the Department of Defense, in a move that runs contrary to the principles of academic freedom and the free exchange of ideas, are insisting that the government check research before papers are published and approve participation by foreign nationals in university research.

Concerns about these strings now being tied to research funding were heightened earlier this month when the Massachusetts Institute of Technology revealed it turned down a \$400,000 research grant because the government demanded foreign students not be allowed to participate in the project. Nearly half of the graduate students in the natural and physical sciences at MIT are from abroad.

University researchers worry the trend toward greater restrictions over their research could stifle the tradition of open science through which academics publish and debate their findings in the advancement of knowledge.

"When the Soviet Union tried to keep its research secret during the Cold War, their whole scientific apparatus atrophied," former Air Force Secretary Sheila Widnall, now an aeronautics professor at MIT, told *Science*.

The controversy at MIT is not unique. Last fall, the University of California at Berkeley turned down funding from the Army Corps of Engineers after being asked to provide the names of all foreign nationals who would be involved in a research project.

In addition to demanding that foreign students be barred from some research, the government is increasingly insisting that research it funds be kept secret or submitted for approval before publication.

Traditionally, university research in the U.S. has fallen into two broad categories — classified or open. But since the Sept. 11 attacks, the Bush administration has been considering new controls for research that is "sensitive but unclassified" including the authority to control publication.

White House officials say such controls are necessary in order to prevent potentially dangerous information being used by terrorists, but many in the academic community are questioning restrictions that are being imposed on projects that would seem to be of little interest to terrorists.

The Justice Department, for instance, recently demanded the right to approve, prior to publication, a Cornell University study on physical abuse of female students. Robert Richardson, Cornell's vice provost for research, said the university turned down the grant.

Nevertheless, in a trend that is alarming many in the scientific community, some institutions are agreeing to the restrictions. The California Institute of Technology recently allowed the Army Research Laboratory the right to review before publication a professor's work on computer simulation.

The National Academies, a body chartered by Congress to advise the government on science policy, has urged Washington to maintain the principle that any university research not explicitly classified as secret should be published freely. ■

### Caught in U.S. Net

Continued From PAGE A1

and after an outcry from the United University Professors and CAUT, he was allowed into the U.S. to resume his teaching.

In the most widely reported case, Canadian communications engineer Maher Arar was not only detained in the U.S. after a stopover in New York on route to Montreal from Tunisia, he was summarily extradited by U.S. authorities to Jordan and then to his native Syria.

After Foreign Affairs Minister Bill Graham protested such practices to his American counterpart, Secretary of State Colin Powell, last November, he received assurances from Powell that "the place of birth of visitors would not be an automatic trigger for registration."

"Unfortunately, the law which targets Canadians of certain ethnic origins has not been rescinded since these assurances were given," Turk noted. "In fact, the scope of the law has been expanded and the U.S. Federal Register now states that special registration procedures are applicable to people from listed countries 'notwithstanding any dual nationality or citizenship.'"

In a letter given to Graham following the meeting, CAUT wrote: "We understand that as a close ally of the United States in its efforts to combat terrorism, and as a neighbour sympathetic to its security concerns, it may be difficult at this time to criticize American actions. At the best of times, it is difficult for Canada to actually influence American policy. However, as a friend and neighbour we have a special duty to speak up where American policy is critically ill-conceived. The duty is twofold when Canadians are adversely affected." ■

Version française à la page A5.

### Priorité à la santé et à la sécurité

LES délégués à l'assemblée de novembre du Conseil de l'ACPPU ont fixé de nouveaux objectifs pour l'association en décidant d'accorder la priorité à la santé et à la sécurité au travail.

À compter du prochain exercice financier, l'ACPPU dotera son personnel professionnel d'un agent de santé et de sécurité au travail et son personnel de soutien, d'un poste administratif dans ce domaine.

« Il y a peu de choses plus importantes que d'assurer à nos membres la santé et la sécurité au travail », a déclaré le directeur général de l'ACPPU, James Turk, en saluant la décision du Conseil.

« Les milieux de travail universitaires comportent de nombreux dangers que l'on ne prévient pas suffisamment bien », a-t-il ajouté en soulignant le besoin de ressources humaines pour aider les associations locales à composer plus efficacement avec les problèmes de santé et de sécurité.

Le travail de l'ACPPU consistera à déterminer les problèmes de santé et de sécurité auxquels font face les universitaires, à offrir des séances de formation aux représentants locaux en santé et sécurité, à fournir des fiches de renseignements et de l'information technique sur les dangers dans le milieu de travail et sur les moyens de les contrer, à conseiller sur les droits légaux et sur la manière de les exercer plus efficacement, à exercer des pressions pour renforcer la législation, à déterminer les secteurs où il faut pousser la recherche et à sensibiliser le public aux problèmes de santé et de sécurité dans les universités et les collèges. ■

English on page A5.

# COMMENTARY

## TRIBUNE LIBRE



### LE MOT DU PRÉSIDENT

## Dévoilement d'une entente-cadre sur l'innovation

Par VICTOR CATANO

Au cours des quatre dernières années, les ministères fédéraux de l'Industrie et du Développement des ressources humaines ont collaboré ensemble afin de mettre au point une « stratégie d'innovation » pour le Canada. De nombreux professeurs et groupes d'étudiants craignent que l'objectif de la stratégie, visant à augmenter la commercialisation des résultats de la recherche universitaire par l'entremise de partenariats avec le secteur privé, modifierait la nature des établissements d'enseignement postsecondaire canadiens et minerait le potentiel de la recherche fondamentale.

Il existe une différence primordiale entre le financement de la recherche fondamentale, qui peut avoir une valeur commerciale, et le financement de la recherche dont les possibilités commerciales sont immédiates et à court terme.

À l'occasion du Sommet national sur l'innovation et l'apprentissage tenu récemment à Toronto, le gouvernement fédéral a rendu public sa stratégie révisée de l'innovation. En ce qui concerne la recherche universitaire, le gouvernement s'est engagé à prendre les mesures suivantes :

- Financer les coûts indirects de la recherche universitaire en tenant compte des besoins des universités plus petites et régionales;
- Optimiser les possibilités commerciales de la recherche universitaire financée par les deniers publics. (Cela comprend l'identification de la propriété intellectuelle ayant des possibilités commerciales et la création de partenariats pour sa commercialisation);
- Offrir au Canada des occasions de recherche concurrentielles à l'échelle internationale, principalement en augmentant le budget des conseils subventionnaires.

Lors du sommet, le ministre de l'Industrie Allan Rock et la ministre du Développement des ressources humaines Jane Stewart ont donné de l'ampleur à cette stratégie. Ils ont dévoilé une entente-cadre sur la recherche financée par le fédéral que le gouvernement et l'Association des universités et collèges du Canada ont conclue. Dans le cadre de cet accord, rendu public le 18 novembre dernier, les universités canadiennes, par l'entremise de l'AUC, se sont engagées à doubler leur volume de recherche et à tripler leur rendement au chapitre de la commercialisation en échange d'un financement supplémentaire du

fédéral et du secteur privé, dont des contributions importantes aux coûts indirects de la recherche. L'AUC a convenu de produire un rapport périodique public qui démontrera les progrès collectifs réalisés par les universités pour ce qui est du respect de ces engagements.

L'accord soulève d'intéressantes questions. Est-ce que les recteurs d'université et les directeurs de collège qui auront conclu une entente, la plupart à l'insu de leur conseil d'université ou d'administration, s'emploieront désormais à inciter le corps professoral à accepter des projets à caractère commercial au détriment de la recherche fondamentale? Comment les recteurs prévoient-ils tripler leurs possibilités commerciales? Est-ce qu'ils chercheront à faire valoir leurs droits sur la propriété intellectuelle de leurs professeurs pour faciliter sa commercialisation? Si certaines universités se retirent de cette course à la commercialisation, est-ce que d'autres universités seront censées prendre la relève? Quelles seront les conséquences universitaires si les établissements choisissent la voie de la commercialisation?

Bien que l'engagement du gouvernement à affecter des fonds supplémentaires pour les coûts indirects de la recherche et pour les conseils subventionnaires est louable, il s'agit néanmoins d'un maigre substitut à l'augmentation du financement de base des collèges et des universités.

### Les universités se sont engagées à doubler leur volume de recherche.

Dans le cadre de séances réparties selon cinq thèmes clés, on a demandé aux délégués de formuler trois recommandations principales qui accroîtraient, selon eux, l'innovation. Les recommandations ont été choisies parmi une série d'autres qui reflétaient les mémoires présentés lors des consultations précédant le sommet. Le thème qui touchait le plus directement l'enseignement postsecondaire portait sur la consolidation de la culture d'apprentissage. La première recommandation, visant une stratégie d'alphabétisation pancanadienne, était attendue, car le premier ministre Jean Chrétien en avait parlé dans son allocution. Les deux autres recommandations ont surpris lorsqu'on les a lues aux ministres du Cabinet réunis :

- Accroître la capacité du système d'enseignement postsecondaire en augmentant les infrastructures (physiques, humaines et financières) et en recourant à des principes de conception rentables.

- Adapter le régime d'aide financière aux étudiants pour répondre aux besoins évolutifs des étudiants, du secteur de l'enseignement postsecondaire et de l'économie axée sur le savoir.

Lorsqu'on leur a demandé d'élaborer des stratégies de mise en œuvre de ces recommandations, les délégués ont mentionné le besoin d'une loi sur l'enseignement postsecondaire pareille à celle que l'ACPPU préconise depuis plus de trois ans. Cette loi prévoirait le versement de crédits fédéraux aux provinces au titre de l'enseignement postsecondaire. Les provinces seraient tenues de respecter les normes suivantes : l'administration publique, la polyvalence, l'accessibilité, la direction collégiale et la liberté universitaire.

D'aucuns pourraient croire que l'ACPPU avait monté le coup, ce qui est toutefois loin d'être le cas puisque seulement quatre personnes représentaient les groupes étudiants et le corps professoral sur plus de 500 délégués. De fait, l'ensemble des délégués a applaudi à la stratégie de l'enseignement postsecondaire.

Le projet de loi de l'ACPPU était la pierre angulaire des récents efforts de lobbying de la délégation du Conseil de l'ACPPU lors des rencontres avec les parlementaires le 21 novembre dernier. Des députés de tous les partis reconnaissent de plus en plus le besoin d'aborder la question du sous-financement des établissements d'enseignement postsecondaire au Canada et de rétablir le financement de base aux niveaux antérieurs à 1990. Chaque année, davantage de députés manifestent leur appui au projet de l'ACPPU.

Notre message est clair et non équivoque : pour innover, le meilleur moyen consiste à maintenir la qualité de toutes les universités du Canada en rétablissant le financement de base pour soutenir la recherche fondamentale et appliquée dans les sciences, les sciences humaines, les arts et les sciences sociales ainsi qu'en éliminant les obstacles qui empêchent les futurs innovateurs de fréquenter un collège ou une université. ■

Traduit de l'article « Innovation Plan Unveiled » (Bulletin de l'ACPPU, décembre 2002).

## How Public Are Our Public Universities?

By DAVID NOBLE

Now that the Romanow Report has underscored the resolve of most Canadians to keep our public health care system public, this might be the moment to do the same for that other venerable Canadian institution, our public universities.

Two months ago, I sat on a panel on the privatization of post-secondary education at York University. Before delivering my remarks, I asked the assembled students whether or not they thought that York, the third largest university in the country, was a public institution. I was anticipating a resounding affirmative response but my question elicited only puzzled looks.

Later that week, I repeated the question in several of my undergraduate classes and got the same confused response. It appears that many students no longer know the difference between public and private. Several of them said that they thought the university must be private, considering how much money they personally had to pay to go there. In a similar vein, others pointed to the pervasive presence of private corporations on the campus, from ubiquitous logos and advertising, retail franchises, and research partnerships to majority membership on the university's board of governors, as clear evidence of the institution's private status.

Another likely source of student confusion on this matter, I would like to suggest, might be the behavior of university administrators themselves, who increasingly act as if they were executives running private firms rather than stewards overseeing public institutions in the public trust.

Isn't it a bit odd that we never hear the leaders of our presumably public post-secondary institutions defending them against commercial influence or otherwise extolling the virtues of public higher education?

In recent years the leadership of faculty and student unions have been vigilantly warning against the threats to public education posed by the myriad forces of privatization, such as government-fostered public-private partnerships, the deregulation of tuition, government sanctioning of private institutions and the impending inclusion of education under the free trade regime of the General Agreement on Trade in Services of the World Trade Organization.

Yet, as Neil Tudiver of CAUT has noted, "university boards and presidents seem unable or unwilling to defend the independence of their institutions" from market forces. Indeed, while education activists have been tireless in their stalwart defense of our public higher education institutions, behind

their protective backs, and behind closed doors, the leaders of those very same institutions have already gone private.

York offers a prime example.

The provincial legislation of 1959 and 1965 which established York University stated the singularly public-spirited "object and purpose" of the new university: "the advancement of learning and dissemination of knowledge" in the interest of the "intellectual, spiritual, social, moral and physical development" of faculty and students as well as "the betterment of society." York was to be publicly funded and tax-exempt, in support of this public mission.

Although the board of governors, president, and academic senate of the institution were afforded a significant degree of autonomy in the regulation and administration of university affairs, it was clearly assumed in the legislation that their actions would conform to the stated object and purpose of the institution.

To say the administration of York University has strayed from this original mandate would be an understatement.

Over the last few decades, universities throughout North America have blanketed their campuses with commercial advertising, but this was only a surface symptom of a more systemic transformation below: the wholesale commodification of both research and instructional functions in the interest of commercial enterprise.

Through an intensified web of interlocking directorates between the boards of universities and private corporations, a plethora of largely secret contracts with private companies, and the establishment of an intellectual property regime throughout the institutions, which included unprecedented emphasis on confidentiality and non-disclosure agreements, they have compromised the disinterestedness of their expertise and short-circuited the public dissemination of knowledge in favor of proprietary control.

York University has been no exception.

Likewise, following the longstanding example of public institutions in the U.S., York has recently set up a private counterpart, the York Foundation, headed by York governor and Branscan CEO Timothy Price, to raise and administer funds without worries about public scrutiny or oversight — not that this was really necessary in Ontario, which already exempts universities from freedom of information legislation. (A unique status won for the universities in the 1980s through vigorous lobbying by the Council of Ontario Universities and a commitment by the

## NEWS

## Wendy Robbins to Join CAUT as Visiting Scholar

Wendy Robbins, professor of English at the University of New Brunswick and vice-president, women's issues, of the Canadian Federation for the Humanities and Social Sciences (CFHSS) will join CAUT as a visiting scholar for the 2003-2004 year. Her work will focus on several gender and equity-related research projects.

In announcing the appointment, executive director James Turk said CAUT was delighted to have a scholar of Robbins' stature as a visitor for the coming year. "Wendy has played a leading role in women's studies and brings formidable intellect and energy to an important area of work for CAUT."

Robbins will be collaborating with CAUT to produce the annual statistical report, *Ivory Towers: Feminist Audits*, a joint effort of CFHSS, CAUT and PARL, and contributing to a national survey, sponsored by CAUT and CFHSS, to gain a more precise understanding of the faculty wage gap. During her tenure as visiting scholar, Robbins will also be developing a collection of autobiographical essays on the founders of women's studies across Canada.



Robbins has served as chair of the Women's Issues Network, joint chair of women's studies at the University of Ottawa and Carleton University, and director of research at the former Canadian Advisory Council on the Status of Women. She is principal investigator and co-founder of the PARL Strategic Research Network.

The appointment will take effect on July 1, 2003. ■

Version française à la page A10.

## Enshrine Pay Equity as a Human Right

At the end of November, CAUT filed a submission with the federal Pay Equity Task Force, established by the Minister of Justice and the Minister of Labour, "to make recommendations as necessary and appropriate to clarify the way in which pay equity should be implemented in a modern society."

The three-member task force is headed by Beth Bilson, professor of law at the University of Saskatchewan, who is joined by Marie-Thérèse Chicha, professor of industrial relations at the University of Montreal and Scott MacCrimmon, a private management consultant.

CAUT's submission highlights 13 primary areas of concern. Among the major points is the need for continued recognition of both pay equity and equal pay for equal work as a human right, protected and enforced through a legislative model that is quasi-constitutional in nature.

"The attempt by employers and the federal government to convert pay equity to a simple 'labour issue' will undermine its character as a fundamental human right," said Rosemary Morgan, CAUT's equity officer and legal counsel, and author of the submission.

CAUT also stresses that pay equity and all legislative enactments created to eliminate discrimination in employment must be facilitated by an adequately funded, independent human rights agency or commission with the mandate to supervise and enforce all related anti-discrimination legislation.

According to Morgan, formerly legal counsel and acting director of pay equity at the Canadian Human Rights Commission, the primary problem with the existing re-

gime is the lack of independence of the commission from government in obtaining critical funding, and the consequential inadequate funding for systemic discrimination issues, including pay equity.

The submission also recommends the elimination of gender discrimination in pay by proactive legislation.

The existing pay equity regime is complaint-based. While this is not entirely ineffective, it places too much onus on the complainant and the commission to obtain equality. CAUT calls for a proactive pay equity model, similar to those in Ontario and Quebec, but with several features not seen in either of these provincial models, that would better assist the parties in achieving equality.

"To be truly systemic in redressing wage discrimination," Morgan said, "proactive legislation, or proactive elements of more comprehensive human rights legislation, must cover both equal pay for work of equal value as well as equal pay for equal, same, or similar work."

Equal pay for work of equal value (pay equity) has been restricted to comparisons of work, which are seen to be of equal value. Consequently, work which is similar or same, is not subject to the same proactive regime in those provinces where proactive pay equity legislation exists.

The Pay Equity Task Force began its comprehensive review of the federal pay equity legislation late in 2001 and is expected to report in late 2003. ■

CAUT's submission is available at [www.caut.ca/english/issues/equity/payequitysubmission.asp](http://www.caut.ca/english/issues/equity/payequitysubmission.asp).

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# NEWS ACTUALITÉS

## All Presidents Resign from Italy's Universities

In a dramatic and unprecedented move, all 77 of Italy's university presidents resigned last month to protest the latest round of steep budget cuts they say are jeopardizing the country's higher education system.

"People must be made aware that universities are close to collapse and that unless there is a change of government, they can't last more than two or three years," said Piero Tosi, chair of the Association of Italian University Deans.

The conservative government of Silvio Berlusconi has apparently paid for massive tax reductions through steep social spending cuts, including a reduction of more than \$200 million in university funding for 2003. The presidents say spending must at the very least be maintained at last year's level of \$6.3 billion.

"It seems there is a clear will to sink Italian universities," Tosi told reporters at a news conference in Rome. "We're not asking for much, just the same amount that would be spent to build 30 kilometres of a highway."

A statement released by the Italian Ministry of Economy and Finance criticized the presidents' actions, saying that no final decision has been made on funding for 2003.

The mass resignation follows months of protests and strikes by students and faculty as Italian universities struggle with their most serious financial crisis in history. That crisis was perhaps best illustrated this fall when the prestigious University of Rome, faced with a lack of classroom space, was forced to erect circus-style tents on its campus in order to deal with massive overcrowding. ■

## Ottawa doit protéger les Canadiens qui vont aux É.-U.

Le directeur général de l'ACPPU, James Turk, a rencontré des hauts fonctionnaires du ministère des Affaires étrangères pour leur faire part de la préoccupation que suscite le traitement infligé aux citoyens canadiens tentant de se rendre aux États-Unis ou d'y voyager.

« Surtout depuis le 11 septembre, des lois, règlements et politiques en vigueur aux États-Unis soulèvent de sérieuses inquiétudes quant aux droits humains et portent préjudice aux Canadiens aux frontières américaines ou à l'intérieur des États-Unis », a déclaré M. Turk. « De nombreux universitaires canadiens qui travaillent aux États-Unis ou qui voyagent dans ce pays pour leur travail en sont victimes. »

Il a dit aux hauts fonctionnaires que le gouvernement canadien avait l'obligation d'offrir la protection diplomatique la plus efficace possible aux Canadiens aux prises avec les services de sécurité américains et de recourir à des moyens officiels et officiels pour inciter le gouvernement américain à mettre un terme aux pratiques violant le droit international et les obligations découlant de traités.

Il a ajouté que le gouvernement canadien, dans l'intervalle, avait la responsabilité critique d'informer les Canadiens des risques auxquels ils font face en se rendant aux États-Unis ou en y voyageant.

De récents incidents ont mis en évidence des aspects inconnus des contrôles américains. Entre autres, les Canadiens qui veulent entrer aux États-Unis peuvent être détenus parce que, selon les lois américaines, les Non-Américains ne peuvent retirer leur demande d'entrée et de sortie qu'à la seule discrétion du procureur général. Ou encore, les ressortissants étrangers de près de 20 pays peuvent être assujettis à des exigences d'inscription parti-

culières sans égard à leur pays de citoyenneté.

M. Turk a déclaré que l'ACPPU s'opposait à cette tendance de stigmatiser les gens en vertu de leur origine ethnique.

« Étiqueter les gens selon leur origine ethnique est non seulement un indicateur cruellement inconvenant de l'activité terroriste, mais c'est aussi une pratique qui a été largement condamnée tant au Canada qu'aux États-Unis lorsqu'elle a été utilisée par les forces du maintien de l'ordre », a-t-il prévenu. « La plupart des Canadiens sont surpris et offensés lorsqu'ils apprennent que les autorités américaines traitent des titulaires de passeport canadien de cette façon. »

L'universitaire canadien Mohamed Hassan Mohamed, soudanais d'origine, a été détenu pendant neuf heures puis s'est vu refuser l'entrée aux États-Unis où il allait accomplir ses tâches d'enseignement hebdomadaires à la State University of New York, à Fredonia, sauf s'il acceptait de signer une déclaration affirmant sa nationalité soudanaise, de se faire prendre ses empreintes digitales et de se faire filmer. Les représentants américains ont refusé de lui permettre de communiquer avec les autorités consulaires canadiennes. On l'a finalement laissé du côté canadien au beau milieu de la nuit. Sans autre explication, on lui a permis, deux semaines plus tard, de revenir aux États-Unis pour reprendre ses tâches d'enseignement, après les protestations des professeurs américains et de l'ACPPU.

Un autre incident, qui a largement fait les manchettes, a touché l'ingénieur en communications canadien Maher Arar. Arrivant de Tunisie et se rendant à Montréal, il a non seulement été détenu aux États-Unis après une escale à New

York, mais il a aussi été extradé sommairement par les autorités américaines en Jordanie puis en Syrie, son pays d'origine.

Après avoir protesté contre ces pratiques en novembre dernier auprès de son homologue américain, le secrétaire d'État Colin Powell, le ministre des Affaires étrangères Bill Graham, a reçu l'assurance de ce dernier que « le lieu de naissance des visiteurs ne serait pas un motif immédiat d'inscription. »

« Malheureusement, la loi qui cible les Canadiens appartenant à certaines origines ethniques n'a pas été annulée depuis que M. Powell a fait ces assurances », a souligné James Turk. « De fait, la portée de la loi a été élargie et le registre fédéral des États-Unis précise maintenant que les procédures spéciales d'inscription s'appliquent aux personnes originaires des pays désignés « malgré leur double nationalité ou citoyenneté. »

M. Turk estime que le Canada doit exercer des pressions plus vigoureuses auprès des Américains sur cette question.

Dans une lettre remise à M. Graham après la rencontre, l'ACPPU a déclaré : « Nous comprenons que, en tant que proche allié des États-Unis dans leur lutte contre le terrorisme et en tant que voisin sympathique à leurs préoccupations en matière de sécurité, il est difficile pour le Canada d'influencer la politique américaine. Toutefois, en tant qu'amis et voisins, nous avons le devoir particulier de dire franchement ce que nous pensons lorsque la politique américaine est extrêmement mal avisée. Ce devoir est double lorsque des Canadiens en sont les victimes. » ■

English on page A1.

## CAUT, AAUP Sign Pact to Extend Member Benefits

CAUT has signed an agreement with the American Association of University Professors to provide services for members of CAUT working temporarily in the United States and members of AAUP working temporarily in Canada.

Members of CAUT working in the U.S., at an institution at which there is an active AAUP chapter and, if a collective bargaining chapter, where visiting faculty are excluded from the bargaining unit, will be eligible for complimentary associate membership in AAUP as "public members."

Under the terms of the agreement, AAUP will provide information, advice and informal representation, if required, to determine the terms of the contract of employment of the associated members and any other employment issues arising from the appointment.

AAUP members working in Canada will be eligible for complimentary associated membership

in CAUT as "individual associate members."

"CAUT members who are arranging temporary employment at universities in the U.S. should notify us ahead of time so we can advise AAUP," noted CAUT executive director James Turk.

CAUT is in discussion with national associations in Denmark, Finland, Norway, Sweden and France to expand the number of reciprocal agreements.

CAUT has previously signed agreements with the Association of University Teachers (U.K.), the National Tertiary Education Union (Australia), the Association of University Staff of New Zealand and the Irish Federation of University Teachers. ■

CAUT's contact for this program is international affairs officer Robert Leger (leger@caut.ca).

Version française à la page A7.

## CAUT to Launch New Occupational Health & Safety Initiatives in July

DELEGATES to CAUT's November Council set a new course for the association with a decision making occupational health and safety a priority.

Starting in the next budget year, CAUT will add an occupational health and safety officer to its professional staff and an occupational health and safety clerical and administrative position to its support staff.

"Few things are more important than assuring the health and safety of our members," said CAUT executive director James Turk, in

welcoming Council's decision.

"Academic workplaces have numerous hazards that have not been adequately addressed," Turk said, in underscoring the need for staff resources to help local associations deal more effectively with health and safety issues.

CAUT's work will include identifying health and safety problems faced by academic staff, offering training sessions for local health and safety representatives, providing fact sheets and technical information on workplace hazards and

how to remedy them, giving advice on legal rights and how to exercise those rights more effectively, lobbying for stronger legislation, identifying areas in which further research is needed, and raising public awareness about health and safety issues in university and college workplaces.

CAUT will be posting these positions within the next few months with a starting date of July 1, 2003. ■

Version française à la page A2.



Ottawa — AAUP president Jane Buck, CAUT president Victor Catano (centre) & CAUT executive director James Turk sign reciprocal agreement Nov. 23.



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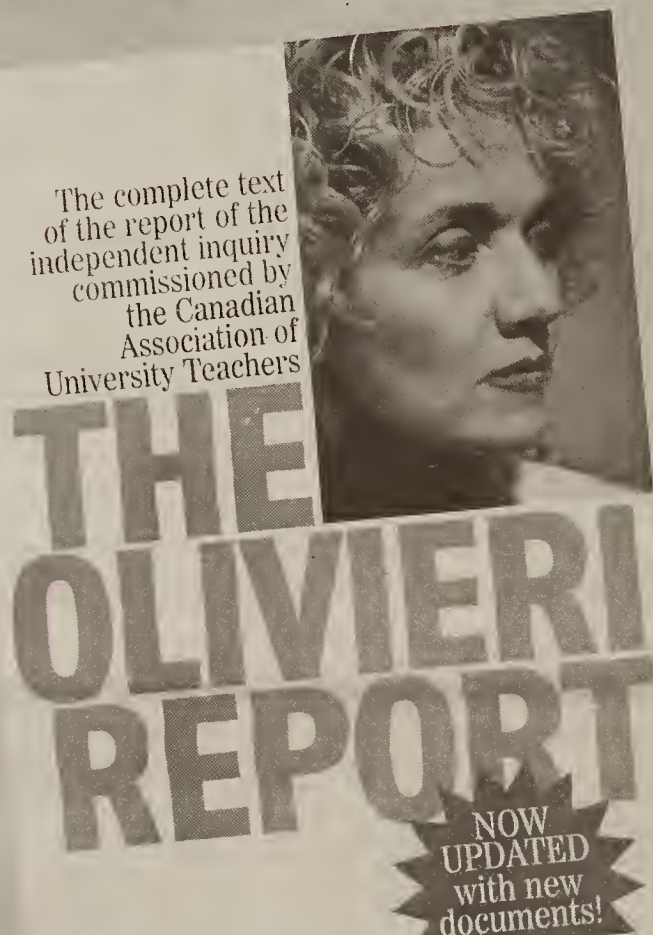
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# NEWS ACTUALITÉS

## L'ACPPU signe une entente avec l'AAUP

L'ACPPU a signé une entente avec l'American Association of University Professors visant à fournir des services aux membres de l'ACPPU travaillant temporairement aux États-Unis et aux membres de l'AAUP travaillant temporairement au Canada.

Les membres de l'ACPPU travaillant aux États-Unis dans un établissement d'enseignement où il existe une section active de l'AAUP et où les professeurs invités sont exclus s'il s'agit d'une unité de négociation seront admissibles comme membres associés à titre gracieux de l'AAUP en tant que « membres publics ».

Aux termes de l'entente, l'AAUP fournira des renseignements, des conseils et une représentation officielle, au besoin, pour déterminer les conditions du contrat d'emploi des membres associés et toute autre question découlant de la nomination.

Les membres de l'AAUP travaillant au Canada seront admissibles comme « membres associés

individuels » à titre gracieux de l'ACPPU.

« Les membres de l'ACPPU qui prennent des dispositions pour travailler temporairement dans des universités américaines devraient nous en informer à l'avance pour que nous puissions avertir l'AAUP », a fait remarquer le directeur général de l'ACPPU James Turk.

L'ACPPU est en pourparler avec d'autres associations nationales au Danemark, en Finlande, en Norvège, en Suède et en France pour augmenter le nombre d'ententes de réciprocité. Au cours des dernières années, elle a signé des ententes avec l'Association of University Teachers (Royaume-Uni), la National Tertiary Education Union (Australie), l'Association of University Staff of New Zealand et l'Irish Federation of University Teachers. ■

La personne-ressource de l'ACPPU pour ce programme est Robert Léger (leger@caut.ca), agent des relations internationales.

English on page A5.

## L'ACPPU et la FCEE lancent une campagne sur l'accès

L'ACPPU et la Fédération canadienne des étudiantes et étudiants donnent ce mois-ci le coup d'envoi à une campagne nationale pour mettre en évidence les effets des droits de scolarité exorbitants sur l'accès aux études postsecondaires au Canada.

Les deux associations préparent présentement un forum national sur l'accès qui se déroulera à Ottawa le 3 avril dans le but d'examiner des moyens d'éliminer les obstacles à l'enseignement postsecondaire.

« Chacun semble convenir que l'éducation est la clé de notre avenir. Cependant, très peu de personnes proposent des solutions pour freiner la hausse des droits de scolarité », a déclaré Ian Boyko, président national de la FCEE.

« Je crois que ce forum nous permettra d'inscrire la question au calendrier des priorités publiques et d'entraîner d'autres organismes qui comprennent nos pré-

occupations mais qui sont demeurés relativement muets jusqu'à maintenant ».

Selon le président de l'ACPPU, Victor Catano, l'ACPPU a proposé l'idée d'une campagne conjointe après avoir écouté de nombreux professeurs inquiets de l'accessibilité et de l'abordabilité des études postsecondaires.

### Nos établissements d'enseignement risquent de redevenir élitistes.

« Je constate de plus en plus que les membres du corps professoral craignent que, avec la hausse incessante des droits de scolarité, nos établissements d'enseignement risquent de redevenir élitistes », a ajouté M. Catano.

« En outre, bon nombre de jeunes professeurs embauchés à

leur sortie des études supérieures disent qu'ils réussissent difficilement à rembourser leurs prêts étudiants et à joindre les deux bouts. »

M. Catano estime que les universitaires sont les témoins quotidiens des difficultés éprouvées par de nombreux étudiants qui sont obligés de sacrifier leurs études afin de travailler pour payer leur éducation.

« Certains étudiants doivent souvent occuper deux ou trois emplois à temps partiel. Ils ne peuvent tout simplement pas consacrer l'énergie et le temps nécessaires à leurs études », déplore-t-il.

Chacune de leur côté, l'ACPPU et la FCEE organisent des activités régionales avant la tenue du forum d'avril. La première activité aura lieu le 16 janvier à Vancouver. D'autres activités régionales sont prévues à Winnipeg, Sudbury, Toronto et Sydney. ■

English on page A2.

## Le respect de la vie privée et le milieu de travail

JURIDIQUEMENT, les renseignements personnels sont mal protégés en milieu de travail, ce qui menace la liberté universitaire. Voilà la mise en garde qu'ont faite les spécialistes en droit relatif au respect de la vie privée, Valerie Steeves et Eugene Oscapella, aux délégués de l'ACPPU lors d'une séance extraordinaire tenue à l'Assemblée du Conseil de novembre.

M<sup>me</sup> Steeves, qui enseigne le droit à l'Université Carleton, et M. Oscapella, un avocat d'Ottawa qui enseigne à l'Université d'Ottawa, ont alerté les délégués contre le fait que les employeurs pouvaient visualiser, copier et sauvegarder les fichiers de données qui sont créés ou qui sont aperçus sur les ordinateurs des employés si ceux-ci se servent du système de l'employeur. Dans la plupart des cas, les conventions collectives et les politiques sur la protection des renseignements personnels en vigueur dans les universités ne traitent pas efficacement de ce problème.

Les ordinateurs sont largement utilisés pour emmagasiner du matériel pédagogique ainsi que des données et des dossiers de recherche. Par conséquent, les universitaires peuvent considérer l'accès aux ordinateurs personnels par les administrateurs d'université et de collège, soit-disant dans le but d'assurer le fonctionnement sûr et efficace du système, comme la violation de leur liberté universitaire, du droit d'auteur et des ententes de non-divulgaration avec leurs sujets de recherche.

Puisque les universités ne sont pas des acteurs gouvernementaux et qu'elles ne sont pas assujetties à la Charte canadienne des droits et libertés, elles ne sont donc pas tenues de se conformer aux dispositions de la Charte relatives aux fouilles et aux saisies déraisonnables. Les forces policières ne peuvent légalement pénétrer dans un lieu de travail universitaire sans l'autorisation de l'administration, puis

perquisitionner et saisir des biens de l'université, notamment des fichiers électroniques. Cependant, l'administration a le droit d'utiliser des outils technologiques pour chercher, copier ou faire un autre usage des données et des fichiers des universitaires si ces données et ces fichiers sont réputés appartenir à l'université. Lorsque la convention collective ne prévoit pas de dispositions interdisant cette pratique, l'utilisation des systèmes informatiques de l'université, y compris l'accès à l'Internet, pourrait faire que les données et les fichiers soient considérés comme la propriété de l'université.

Pour le deuxième groupe de spécialistes, le conseiller principal en négociation de l'ACPPU, Neil Tudiver, a souligné la faiblesse des dispositions sur la protection des renseignements personnels de la plupart des conventions collectives. De même, Tony Joniec et Patrick Valade, de la firme d'intégration aux réseaux BridgeTech Systems, située à Ottawa, ont décrit les technologies d'information courantes que l'on trouve dans les milieux de travail et les risques inhérents à la protection des fichiers électroniques contre les incursions. Les spécialistes ont admis que, bien que les courriers électroniques puissent être protégés à l'aide d'un antivirus et de la technologie du chiffrement, l'utilisation de cette dernière est limitée lorsque le destinataire ne possède pas la même technologie pour décoder les messages.

M. Tudiver a soutenu qu'il était particulièrement important d'avoir des dispositions contractuelles solides étant donné l'avertissement lancé par M. Oscapella au sujet de l'augmentation des attaques contre la protection des renseignements personnels, surtout aux États-Unis. Le Canada ayant déclaré qu'il s'engageait à resserrer ses liens avec les États-Unis, il est fort probable que les droits relatifs à la protection des renseignements personnels, déjà limités,



Protection des renseignements personnels — Eugene Oscapella et Valerie Steeves s'adressent aux délégués du Conseil.

soient réduits au nom de la sécurité.

M. Oscapella a signalé la création imminente d'une super base de données aux États-Unis à la suite de l'adoption de la Homeland Security Act. D'après des articles parus dans le Globe and Mail et le New York Times, les États-Unis sont à mettre sur pied un « entrepôt de données » sur des particuliers, qui comprend la surveillance des achats par carte de crédit, l'utilisation de l'Internet, les dossiers bancaires et médicaux et les conversations téléphoniques.

Le président de l'ACPPU, Victor Catano, a fait remarquer que les universités américaines suivaient de près le gouvernement en faisant de l'ingérence pour promouvoir la sécurité. Selon la correspondance qui s'est échangée entre les directeurs de départements de psychologie et dont il a pris connaissance, certaines universités américaines exigent de leur personnel

et des étudiants de se munir d'etiquettes d'identité s'ils veulent circuler sur le campus.

Le gouvernement, cependant, n'est pas le seul à faire le « big brother ». M<sup>me</sup> Steeves a soutenu que les sociétés qui accordent des licences aux bibliothèques universitaires pour l'utilisation de leurs bases de données exigent bien souvent que les utilisateurs fournissent des renseignements personnels au concédant. Les renseignements recueillis peuvent être vendus à des tiers intéressés, par exemple à un gouvernement effectuant de la surveillance dans le but déclaré d'assurer la sécurité publique à la suite des événements du 11 septembre.

M. Oscapella a fait remarquer qu'il a travaillé avec M<sup>me</sup> Steeves et un sénateur canadien pendant plus de deux ans à la rédaction d'une charte sur la protection des renseignements personnels pour le

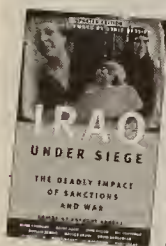
Canada. Malheureusement, le projet de loi est mort au feuillet et n'a pas été réactivé.

« Les universitaires qui prennent au sérieux leur engagement à l'égard de la liberté universitaire et de la liberté d'expression devraient saisir cette occasion pour agir et assurer la protection des renseignements personnels au sein de leur établissement d'enseignement et de la société », a déclaré Rosemary Morgan, conseillère juridique à l'ACPPU, qui a présidé le groupe de spécialistes sur la protection des renseignements personnels. « En d'autres termes, il faut négocier des dispositions fermes dans les conventions collectives et enjoindre la classe politique d'adopter des protections légales. » ■

Traduit de l'article « Personal Privacy Being Compromised in the Digital Age » (Bulletin de l'ACPPU, décembre 2002).

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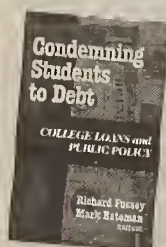
## QUICK REVIEWS



### Iraq Under Siege: The Deadly Impact of Sanctions and War

Anthony Arnove, ed. Cambridge, Massachusetts:  
South End Press, 2002; 264 pp; hardcover \$40 us,  
paper \$16 us.

In this critically acclaimed collection, leading voices against the sanctions document the human, environmental, and social toll of the U.S. and UK-led war against Iraq. This updated edition examines George Bush's and Tony Blair's escalation of the conflict as part of their global "war on terrorism," even though no evidence exists that ties Iraq to the tragic events of Sept. 11. Carefully documented, thoroughly researched, and written in clear language, *Iraq Under Siege* is invaluable for anyone who wants to understand the roots of U.S. policy in Iraq and the Middle East. This volume also includes photographs and first-person accounts from Iraq that show the human story of the sanctions and points to concrete measures people can take to end this crisis.



### Condemning Students to Debt: College Loans and Public Policy

Richard Fossey & Mark Bateman, eds.  
New York: Teachers College Press, 1998; 216 pp;  
hardcover \$39 us.

Higher education is fast becoming indispensable to an individual's economic self-sufficiency. Unfortunately, the cost of higher education is going up. In recent years, college tuition costs have risen faster than both the rate of inflation and median family income. Government funding for higher education has not kept up with these rising costs. As government support declines, students are paying more and more of the total cost of higher education. And since few students have the discretionary income to pay tuition costs as they come due, they have financed the cost of higher education with federally guaranteed student loans. This book is an effort to chronicle the burgeoning role of student loans in higher education finance and to identify the policy issues that are raised by this development.

Quick Reviews produced from information supplied by publishers.

## HOMEWORK!

### A Triangular Array

Consider the following array of numbers:

11	15	1	13	8
4	14	12	5	
10	2	7		
8	5			
3				

In each row but the top row, each number is the (positive) difference of the two numbers directly above it. You will observe that the numbers have been chosen from between 1 and 15, inclusive, but in this example, both the numbers 8 and 5 appear twice, and the numbers 6 and 9 do not appear at all. It is possible to find a triangular array of numbers such as this one, with the same rule that each number in the lower row is the difference of the two immediately above it, but for which, each of the numbers from 1 to 15 appears exactly once. As this is a challenging problem, you might want to warm up with triangular arrays with two numbers, three numbers and four numbers across the top, using respectively, the first three, the first six and the first ten positive whole numbers. A productive way to approach the problem is to ask how far away from the top row the largest numbers can be.

Homework!, a regular feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page A11.

## So Much to Say Left Unsaid



### The Gold and the Blue: A Personal Memoir of the University of California, 1949-1967

Clark Kerr. Berkeley & Los Angeles: University of California Press, 2001; 573 pp; hardcover \$35 us.

By WILLIAM BRUNEAU

CLARK Kerr was, and is, a tremendously active participant in academic life. In 90 years of life he has seen public post-secondary education and public life from every imaginable vantage point. To draw on the sort of analogy he himself favours, Kerr has been a water boy, a quarterback, a coach and an owner, and now looks on from high in the bleachers. Most of us can only pine for the sort of perspective he should be able to give. Yet this book, sliced as it is into hundreds of disconnected snippets and smoothed over by Kerr's pleasant bedside manner, makes it hard to know what was going on, let alone why.

Remember that Kerr was, and is, linked with the appearance of the best-known multiversity in North America, an entity governed federally, and containing dozens of schools, colleges, and divisions clustered around nine main campuses. This alone leads to questions that matter in any discussion of the future for universities and colleges in this country or his.

How, then, does one account for the University of California's turn-of-the-21st-century enrolment of 340,000 students, putting aside demography for a moment? Was UC's good fortune the result of gubernatorial progressivism in the California of the 1950s and 60s? (Not very likely.) Was it the near-tidal largesse of Eisenhower, Kennedy, and Johnson at the federal level? (That is, did federal cash tidal waves wash huge numbers of students onto the shores of UC, bringing with them numerous and highly successful laboratories and institutes?) Was the rise of the UC multiversity a natural result of the political influence and personal wealth of the California elites whose members Kerr reverentially lists, over and over, across more than 400 pages of disorderly prose — elites who wanted to leave a legacy?

Or more seriously, could Californian post-secondary education, in its size and form, best be explained by social forces loosed by migration (how can we not think of Steinbeck on the subject)? One thinks of the cultural and scientific constellations that formed in and around Los Angeles and San Francisco between 1935 and 1950 as a result of writers, artists, scientists and engineers having to leave Europe before their imminent destruction in the Holocaust. And one remembers the unending stream of intra-American migrants on the hunt for jobs in the late 50s and 60s, even before the rise of Silicon Valley.

Or is it simply that Californian public education, including post-secondary education, has deepest roots in reform movements of the 1850s and 1890s, so that the growth of the 1950s and 1960s is merely a consequence of immutably strong historic forces? Or was it just that the post-Sputnik Californian military/industrial complex was so big and rich that, with a flick of a budgetary finger, it helped finance, by private and by public means, an entire world-famous university system?

These "why" questions lurk beneath the surface of Kerr's book all right. But in Kerr's hands, that's just where they stay: submerged. Readers of *Gold and Blue*, unless they pick their topics well and follow them carefully with the help of the (reasonably good) index, are unlikely to be much the wiser.

All is chaos. Even the photos in the middle of the book are out of order. We see family and friends of whom little or nothing is made in the text. We are given a long shot of the family log cabin (I exaggerate a bit) in Pennsylvania. But these iconographic bits are placed with photos of John Kennedy about to receive an honorary degree, or Bob Sproul looking cheerful about something or other (the text says he was cheerful).

But toward the end we have 100 or so beautifully organized tables of enrolment, faculty size, budgetary decisions, and so on — vaguely unconnected to themes in the text, yes — but proof that Kerr had able and energetic research assistants (none of whom are sufficiently acknowledged, by the way). Much of the book's value lies in these tables, let it be said.

We are promised another volume, much like this one, but devoted to politics and "context." This is incomprehensible, since nearly all of the present volume is exactly about politics. We know, for example, that Kerr, Governor Ronald Reagan, and UC parted company in 1967. Heaven knows why, and Kerr must know, but the reader certainly won't.

It's not as though Kerr can't write. He is the author of dozens of persuasively written works, among them competent books on industrial relations from his period as an arbitrator in Seattle in the 1940s. Kerr makes a point in passing about his earning \$40,000 a year as an arbitrator in 1952 and giving it up to Chancel at \$15,000 a year at Berkeley.

Indeed, his speeches, brochures, and finally his 1963 book on *The Uses of the University* helped to shape thinking about provincial higher education systems far afield. In Canada there was John MacDonald's [1962] *Higher Education in British Columbia and Plan for the Future*, and in Quebec, the technical reports for the Parent Commission — with eventual creation of Université de Québec whose decentralized character, and whose initial public investments were for a time reminiscent of California's. Kerr's peculiar faith in the powers of a semi-centralized federal system of universities and colleges was catching. So was his view that close ties with the private sector were a good idea.

After assuming the California-wide presidency in 1958, Kerr led the nine-campus University of California to social and scientific eminence in the United States, and eventually to a healthy international scholarly standing. His Berkeley, his Davis, his UCLA — all came to centre stage in the great political and social movements of the 1970s.

So many badges of honour. One way or another, we are made aware of each and every one of those badges. Pages 403-475 are a compilation of statistical data and performance indicators, lovingly offered as evidence of UC's greatness. There are SAT scores, lists of Nobel Prize holders, and faculty quality rankings as between UC's constituent campuses.

After all that, we have Table 43, showing that in 1995-1996 California's appropriation of state funds for operating expenses of higher education put that state in thirty-third place, just after South Dakota. To my mind, it is not terribly surprising that somebody with faith in performance indicators, and who trusts in the good will of private industry when times are tough, should find his university system in thirty-third place. Not once in the hundreds of pages is there a critical discussion of finance, nor is there a single serious discussion of what the word "quality" might mean — in administration, in teaching, in university architecture and planning, in research, especially research in the humanities.

Kerr's book reminds me of the nicely paraphrased, but highly descriptive work of Robin Harris, an historian of Canadian higher education. There are lots of facts in Harris, and nuggets of archival gold. But I have met only three persons, in my 35 years of work in the field of university history, who claim to have read every word of Harris, and found those nuggets. Kerr's numerous private asides and tales out of school makes his book a little easier to swallow than was Harris's. And Kerr does propose arguments,

# Fostering Political & Intellectual Subordination

## Disciplined Minds: A Critical Look at Salaried Professionals and the Soul-Battering System that Shapes Their Lives

Jeff Schmidt. Lanham, Maryland: Rowman & Littlefield Publishers, Inc., 2000, 304 pp, hardcover \$26.95 us, paper \$21.95 us.

By BRIAN MARTIN

As an academic laborer, I design subjects, set assignments, mark essays and supervise theses. This seems natural enough. Could it actually be a deeply ideological process? Worse yet, am I unknowingly helping produce graduates who are more conformist than I wish or imagine?

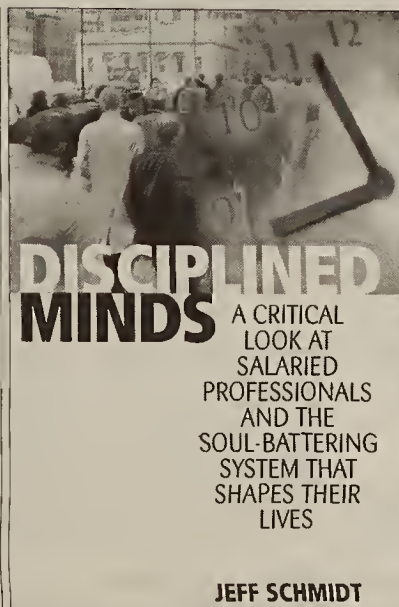
Jeff Schmidt argues that training professionals is a process of fostering political and intellectual subordination. On the surface, this is a startling claim, since the often-stated aim of educators is to promote independent thinking. Critics have long argued that schooling is a method of preparing children for life as workers within the class structure (Bowles and Gintis, 1976), but have not often pursued the same analysis at the level of higher education.

There are two key ideological processes in professional education, according to Schmidt. One is favoring students who pick up the point of view of their superiors, behavior Schmidt calls "ideological discipline." The other is favoring students who direct their curiosity as requested by others, a trait Schmidt delightfully dubs "assignable curiosity." For example, the teacher sets the class an assignment, say on symbolism in a novel. It doesn't matter so much whether the novel is by Austen or Gordiner. The question is whether the students will do as they are told. "Good" students will undertake the assigned task conscientiously, perhaps even going beyond what the teacher expected — but in a way that pleases the teacher. "Difficult" students may do something different, refusing to accept the task as given. No prizes for guessing which students get encouragement and rewards.

The same dynamic applies when it comes to qualifying examinations, well known to anyone undertaking a PhD. To be sure of passing, students knuckle down to learn what is expected, for example by studying past exam papers and reading all the assigned books. Any students who instead follow their own interests by only studying things that intrigue them personally are risking their professional future. A few of such independently minded students get through the exams, but most of those who pass have played it safe. They have learned to acquiesce intellectually. They are ready for life as a professional who will not step outside the bounds set by those with power. Schmidt says that "professional education and employment push people to accept a role in which they do not make a significant difference, a politically subordinate role." (p. 2)

In developing his critique, Schmidt adopts a practical, reader-friendly approach. For example, he analyzes the PhD qualifying exam as a social framework endorsing the status quo with detailed illustrations from his own field, physics, describing the need to memorize tricks that are useful only on exam problems, to restrict attention to "problem fragments" and give priority to theory, all of which prepare a student to accept alienating work in a hierarchical system. He also gives examples from other fields and includes fascinating letters he's received from graduate students and professionals who have developed some understanding of the ideological features of professional education. He tells about professionals with fake credentials who are quite able to survive so long as they have the right attitudes, illustrating the primacy of ideological discipline in professionals' work. He reveals how scientists describe their own work in ways that conceal its practical relevance, thus preserving for themselves the illusion that they, rather than the funding agency, are setting the agenda.

Nearly half of *Disciplined Minds* is devoted to the selection of professionals. This material on the political dimensions to graduate school admission, construction of exams and "cooling out" of unsuccessful aspirants will be of special interest to readers of *Workplace*. But Schmidt's critique is much broader than this, encompassing the work and role of all professionals, from police to doctors as well as academics, as indicated by the subtitle to the book, *A Critical Look at Salaried Professionals and the Soul-Battering System that Shapes Their Lives*. His central claim is that pro-



professionals are more timid, intellectually and politically, than nonprofessionals. Professionals may have progressive attitudes about "distant" issues such as poverty or foreign policy but, Schmidt argues, when it comes to issues in and close to their own work, most of them behave "professionally," which means cautiously and conservatively. Most scientists are quite happy to undertake projects for whoever is willing to pay for the research, whether universities, corporations or government. Most Soviet scientists just got on with the job without questioning government repression, and likewise most scientists in Nazi Germany made no protest. The concept of assignable curiosity thus has wide applicability.

Ironically, the key to the political dimensions of professionals' work is their belief that they are not and must not be political — an ideology of not being ideological. "As a professional, the teacher is 'objective' when presenting the school curriculum: She doesn't 'take sides,' or 'get political.' However, the ideology of the status quo is built into the curriculum. The professional's objectivity, then, boils down to not challenging this built-in ideology." (p. 32)

Schmidt shows great understanding of and empathy with the psychological anguish of many professionals, especially their discomfort during years of graduate school as they jettison their ideals in order to enter their career of choice. "Although the professional has sidelined his original goals, he usually retains some memory of them. Any such memory inevitably points to the compromises he has made and therefore can be an unrecognized source of unease in the professional's life." (p. 121) Schmidt says that professionals seek money and status as compensations for subordinating their ideals.

Several things may have helped Schmidt to undertake a critique of this sort. He has personal experience of going through the system but was able to get his PhD without fully conforming to usual expectations. Aside from some years teaching secondary school, he has mainly worked as an editor for *Physics Today* magazine, thus giving some separation from day-to-day ideological work with students. Finally, he has remained an activist during his professional life. This shines through clearly in the final chapters in the book dealing with resistance.

Schmidt looks at what's known about cults and indoctrination, drawing lessons for graduate students and working professionals. Understanding the ways that cults work — for example by using big promises, controlling the environment, having unquestioned authority and guilt tripping — provides insight into how graduate school operates, and therefore how to resist. Schmidt does not argue that professional training is the same as indoctrination in a cult, only

that "life in graduate or professional school can be very much like life in a cult — and that for students who aren't careful, it will be." (p. 218) For each feature of cults, he provides illustrations from graduate school.

Schmidt also draws on the US Army's manual that tells troops how, if they become prisoners of war, to resist indoctrination, often called brainwashing. Key elements are knowing what you're up against, preparing to take action, organizing with others, resisting subordination and dealing with collaborators by cutting off information and trying to win them over. These ideas apply quite readily to graduate students and salaried professionals, who of course are in a much stronger position to resist, though perceiving the need to resist may not be so obvious. The book concludes with a list of 33 suggestions for radical professionals working in mainstream organizations, such as encouraging coworkers to read radical publications, organizing a union, giving activists inside information, breaking down hierarchy within your field and seeking to break down the division of labor between professionals and nonprofessionals.

*Disciplined Minds* is primarily an analysis of professionals in the U.S. While much of the book is applicable elsewhere, there is also a need for radical professionals familiar with other cultures and types of institutions to undertake parallel analyses.

Readers familiar with scholarly work in the social sciences will find a number of original features in *Disciplined Minds*. Rather than survey the literature on the sociology of professions, the sociology of education and other relevant fields, Schmidt presents his own framework and pursues his own intellectual agenda, an approach more characteristic of those trained outside the social sciences. If you are expecting assessments of such important and relevant works as Randall Collins' *The Credential Society* or Alvin Gouldner's *The Future of Intellectuals and the Rise of the New Class*, you will be disappointed, for although Schmidt knows of such works, he decided not to discuss or even cite them because they are not necessary to his argument. (He does cite plenty of sources directly relevant to his case.) On the other hand, Schmidt has pursued some puzzles — such as the role of cooling-out work and why theory has so much more status than experimental or applied work — that are seldom addressed elsewhere.

This is in keeping with Schmidt's own goal, which is far less to make a purely intellectual contribution than to foster action. Over the years I've read many books about professionals and intellectuals, but seldom is there much attention to action. *Disciplined Minds* stands out as by far the most practical treatment available, being both accessible and encouraging. For many it will be confronting to read, in that it challenges illusions about professional work, but at the same time it has a devilish undercurrent. Schmidt obviously believes it can be fun to take on the system.

For many, the challenge is to make a difference without jeopardizing one's career. Schmidt would have us give priority to making a difference. By following his own advice he ended up paying a severe penalty since, after working for 19 years as an editor at *Physics Today*, he was fired when *Disciplined Minds* was published. The book was simply too provocative for his employers (Shea, 2000/01; <http://www.disciplined-minds.com>). However, as a result of lots of organizing, the dismissal has generated far more attention for Schmidt and the book than would have otherwise been the case. There is a lesson for anyone who wants to make a difference. Choose your actions carefully, with plenty of preparation, and they will either be effective directly or, through resistance, generate greater support. Of course, if your mind had been properly disciplined, you wouldn't think of such a thing! ■

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## NEWS ACTUALITÉS

## Arbitrated Wage Hike Disappoints at Calgary

FOLLOWING a Dec. 16, 2002 arbitration board ruling, University of Calgary academic staff members will be forced to accept a 3.5% and a 3.75% base salary increase respectively for each year of a new two-year contract.

The salary increase, which fell far short of expectations, "leaves the U of C lagging behind other universities," said faculty association president John Baker.

At the University of Alberta in Edmonton, which is the closest comparator to Calgary, faculty members recently negotiated a 13.5% increase in their three-year agreement. Baker says the arbitration ruling has not taken into account the higher cost of living in Calgary, which would justify a more substantial increase. Faculty at Calgary were pressing for a 14% increase in this round of negotiations, and Baker said the decision by the arbitration panel

"means we continue to linger at the bottom."

He said the board of governors also disappointed staff when it argued strenuously to reinstate mandatory retirement, a move the arbitration board rejected.

Also in dispute was a proposal by the board for unrestricted use of contract academic staff. This proposal the arbitration board also rejected, although making a minor language change to the article governing use of contract academic staff.

"This round of negotiations and the subsequent arbitration have been a profoundly frustrating and disappointing experience for those of us who have at heart the future of the university as a university of quality," Baker said.

The University of Calgary Faculty Association, which represents almost 2,000 members, served notice to bargain in December 2001. ■

## New Executive Assistant



CAUT has appointed Manmohan (Mick) Panesar to the position of executive assistant, communications and information. Mick is a graduate of Carleton University (B. Eng., 1993, B.A., 1997) and the University of Ottawa (B. Ed., 2001), and prior to joining CAUT worked as a supply teacher for the Ottawa-Carleton Board of Education. He has also worked as a consultant for Natural Resources Canada and is a long-serving member of the board of directors of CKCU Radio Carleton. As executive assistant, Mick will act as web editor and provide administrative support to the CAUT Bulletin and the communications department. ■

## Nouveau adjoint de direction

L'ACPPU a nommé Manmohan (Mick) Panesar au poste d'adjoint de direction, communications et information. Mick est diplômé de l'Université Carleton (B. Eng. 1993, B.A. 1997) et de l'Université d'Ottawa (B. Ed. 2001). Avant de s'ajouter au personnel de l'ACPPU, Mick a fait de la suppléance dans des écoles du Conseil scolaire d'Ottawa-Carleton. Il a également travaillé comme expert-conseil pour le ministère fédéral des Ressources naturelles et est membre de longue date du conseil d'administration de CKCU Radio Carleton. À titre d'adjoint de direction, Mick sera l'éditeur du site Web et fournira un soutien administratif au Bulletin de l'ACPPU ainsi qu'au département des communications. ■

## The Gold & the Blue Leaves So Much Unsaid

From PAGE A8

but disconnected and poorly evidenced. One imagines Kerr's book will have a few more readers than did Harris's.

Let me say where I found a bit of gold, three or four themes sufficiently developed to be valuable.

First, there is the development in 1959 of the famous Master Plan for Higher Education in California, connected matters of public finance, and the contrast between Governors Pat Brown and Ronald Reagan. It was this plan that led to the creation of three new campuses in the University of California, complete with satellite colleges and laboratories, in the early 1960s (San Diego, Irvine and Santa Cruz).

Meanwhile, the academic senate was exercising more muscle than it had in years, partly because it had been freed by Kerr from the heavy, centralizing administration of Robert Gordon Sproul, and those who preceded Sproul.

It's revealing to see how Kerr, the academic senate, the regents, and the legislature, came to agree on the placement and eventual size of the new campuses. (p. 177) We have here an important study of the academic effects of decisions about administrative structure, presented well and clearly. (see esp. pp. 208 ff)

There can be little doubt that Kerr's light touch helped ensure new campuses would not split off into totally independent entities. But equally certain, the structure made it hard for unhappy academics to organize. The American Association of University Professors is mentioned exactly four times in the pages of *Blue and Gold*, and there are few cases, if we are to accept Kerr's account, where academic research projects could draw on the human and fiscal resources of more than a single campus.

In short, Kerr's moderate decentralism, the effects of geographical dispersion, and the costs of expansion all worked to keep faculty activism down. And anyway, by 1995, higher education took 7.8 per cent of California State General Fund Expenditures, compared to 11.3 per cent in 1960. Prisons meanwhile rose from 2.4 per cent to 7.1 per cent. Yet another question: was Kerr's strategy, the multiversity strategy, a great political and fiscal mistake?

Two more themes with which Kerr deals in a somewhat organized way are the loyalty oath controversy of 1952 and its aftermath, and the student free speech movement of the mid-1960s at Berkeley and elsewhere.

Under the Levering Act of 1950, reimposed by California referendum in the fall of 1952, university faculty members found they must be able to swear loyalty and, in effect, to assert their anti-Communism, or be dismissed. Faculty members began to come to then-chancellor Kerr in Berkeley (already known as the Red Campus) to see if it was "OK" to join various associations. There was

popular pressure not to buy books from Eastern Bloc countries. The archives of the California Labor School, a devotedly socialist and probably communist outfit, were accepted at Berkeley only with difficulty.

Then in May 1958, David Rynin of Berkeley's philosophy department asked the Berkeley academic senate to declare "not permissible any reports by faculty to the FBI" (p. 133) Kerr toughed it out, and academic freedom came back to life... with time. Kerr agrees the scars remain, and how nice it would be to read a paragraph or two on what he thinks "academic freedom" means today.

But Kerr's account of the McCarthyism madness is, on balance, weak. He mentions those black years, but under plays the regionalism, parochialism, and legislative educational politics in 1950s California that made matters far worse than they should have been. Kerr would have had to struggle against them all had he wanted truly to lead. I found little evidence in his own book that he did anything of the sort.

I well remember hearing of the terror of academic work in 1950s UC from émigrés who arrived at UBC, the University of Toronto, and so on. Those newly-arrived colleagues had nothing good to say of Sproul or Kerr or Brown.

As for the Free Speech Movement of 1964-1965, we have less than two pages of scattered discussion. On the other hand, Kerr gives us a whole chapter on "student sports and student life," in gymnasiums and on football fields, and heartfelt discussions of residential construction for out-of-town students. In short, the great social questions of access, equity and participatory university governance are organized (if at all) on themes other than the interests and demands of students and staff. On the question of women and their status, I found a little more than two pages of discussion, again scattered across hundreds of pages on unrelated matters.

Kerr awards us a lump of coal: he provides no sustained discussion whatsoever of gender, women's rights and the possible or putative rights of social and ethnic groups.

One feels this is a Venusian university, bathed in surreal light, not quite of this world. It is quite definitely not the California of migrants and immigrants arriving in their millions from all four points of the compass across two centuries.

I am one of the few who will read volume two. It is rather the case of a person who sees the beginning of a train wreck, and with fascinated dread, looks between his or her fingers to see how bad it may really get to be. ■

William Bruneau is with the department of educational studies at the University of British Columbia.

## Wendy Robbins se joint à l'ACPPU à titre de professeure invitée

WENDY Robbins, professeure d'anglais à l'Université du Nouveau-Brunswick et vice-présidente, questions féministes, de la Fédération canadienne des sciences humaines (FCSH) joindra les rangs de l'ACPPU à titre de professeure invitée pour l'année 2003-2004. Elle s'attaquera à plusieurs projets de recherche liés au sexe et au principe d'équité.

À l'annonce de la nomination, le directeur général, James Turk, a déclaré que l'ACPPU se félicitait d'accueillir une universitaire du calibre de Wendy Robbins à titre de professeure invitée pour la prochaine année. « Wendy a joué un rôle de premier plan dans le domaine des études féministes. Par sa grande intelligence et son énergie, elle contribuera à un important champ de travail de l'ACPPU. »

Mme Robbins collaborera avec l'ACPPU à la rédaction d'un rapport statistique annuel, *Ivory Towers: Feminist Audits*, fruit du travail con-

certé de la FCSH, de l'ACPPU et du PARL. Elle participera également à une enquête nationale, menée par l'ACPPU et la FCSH et visant à mieux comprendre l'écart salarial entre les professeurs et professeures. Pendant son séjour à titre de professeure invitée, Mme Robbins établira également une collection d'essais autobiographiques sur les fondatrices des études féministes au Canada.

En plus de présider le Réseau des questions féministes, Mme Robbins a rempli les fonctions de coprésidente des études féministes aux universités d'Ottawa et Carleton et de directrice de la recherche de l'ancien Conseil consultatif canadien sur la situation de la femme. Elle est chercheuse principale et cofondatrice du réseau de recherches stratégiques PARL.

La nomination entrera en vigueur le 1<sup>er</sup> juillet 2003. ■

English on page A4.

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## NEWS ACTUALITÉS

## How Public Are Our Public Universities?

135 From PAGE A3

universities to set up their own parallel freedom of information policies, which they have never done).

The commercial transformation of the universities has affected not only their institutional practices but also, as York sociologist Janice Newson has pointed out, their "self-representations," their self-image, which has become nearly indistinguishable from that of a private firm. In recent months this has become dramatically evident in the bold pronouncements and behavior of top York administrators.

In the same month the York Foundation was launched, Harriet Lewis, York's general counsel and secretary, stated in an interview published by York's official organ that "the most correct way to describe our university is that it is a private, charitable corporation, which is 'publicly assisted.'"

Interestingly, this is precisely the same language which is used in the U.S. to define private universities.

While Lewis noted that York enjoyed charitable (tax-exempt) status and government funding, she emphasized that it was "governed autonomously." She made no mention of the legislated "object and purpose" of the university or "the betterment of society."

At the same moment, behind the scenes, York president Lorna Marsden was vigorously defending this private conception of the university she heads.

Two years earlier York had become one of the province's major beneficiaries of the SuperBuild program initiated by former premier Mike Harris and administered by Premier Ernie Eves, having received two large grants for the construction of new buildings.

The larger grant, for \$47 million, the largest SuperBuild grant for education, was for the Technology Enhanced Learning Building. While construction proceeded, it became increasingly apparent that this project represented a significant step toward the transformation of York into an employee training center and research job shop for private industry, even soliciting private firms to "shape" curricula to suit their business needs in return for partnership patronage.

Alarmed by this appearance, I phoned York's development office to request a copy of the university's successful proposal to the province for which it was granted \$47 million of taxpayer funds.

The development officer referred me to the vice-president, finance, who informed me that the proposal was "confidential."

I then wrote to President Marsden for a copy of the proposal.

She invited me to tea but ignored my request.

Finally, I wrote to the vice-president, research, one of the presumed authors of the proposal, for a copy; he referred me to the president.

In frustration, I wrote to the Ontario Ministry of Finance, which referred me to the Ministry of Training, Colleges, and Universities. And there the real saga began. Since the universities are exempt from provincial freedom of information legislation, I filed my request with the Ministry.

After some months, my request was denied. The Ministry explained that, since the matter involved a "third party" — York University — they could not accede to my request without that party's cooperation, and York had objected to disclosure of the document.

Having failed at the Ministry, I filed an appeal of the decision to the Information and Privacy Commission, insisting the document should be made public since it constituted a contract between the government and a public institution and entailed the disbursement of a significant sum of public monies. The commission initiated mediation on the matter and the mediator was able to convince York to agree to partial disclosure.

That was not good enough, as far as I was concerned, and I decided to move the matter to adjudication. The next day, York instructed the commission to release the document in full, apparently not wanting to have to go public with its objection.

Having, after eight months, finally obtained the proposal for the technology enhanced learning project, which confirmed my suspicions, I filed a new request with the Ministry to obtain a copy of York's third-party objection to disclosure, which the Ministry agreed to release. In this document, signed by Lorna Marsden, the private, commercial self-image of the university is abundantly apparent.

"York objects to the release of the documents," Marsden wrote, because "all documents contain commercial information" such as "enrollment plans in connection with the new SuperBuild buildings" and "details that relate to the delivery of specific technology and business courses."

"We object to this information being disclosed as it could thereby well become available to [other universities and businesses] and do considerable damage to our competitive position."

According to York's third-party objection, any information regarding student enrollment, which is the chief criterion for government funding, and course offerings, the educational grounds for charitable status,

have now been deemed "commercial" and hence, confidential, in the interest of competitive advantage.

My dictionary defines "commercial" as "having profit as the main aim," a strange preoccupation for a nonprofit institution.

In her submission to the Ministry, Marsden makes no mention of "the dissemination of knowledge" for "the betterment of society." No wonder York students are puzzled about the status of their institution.

A busy director also of several large private corporations, Marsden might perhaps be forgiven for her own confusion of public and private institutions, but it is a confusion that Canadians can ill afford if they want to continue to depend upon their universities for a genuine education and a glimpse of the truth. As these examples indicate, the threats to the integrity and survival of Canada's venerable public institutions lie within as well as outside them.

While on the watch for a corporate "takeover" of our universities by private entities and their government collaborators, we have missed a disturbing administrative metamorphosis already well underway. As we renew our commitment to the public in healthcare, therefore, we should do likewise with higher education, starting in the president's office. ■

Historian David Noble, author of *Digital Diploma Mills*, teaches at York University.

The views expressed are those of the author and not necessarily those of CAUT.

## LETTERS

## Learning by Numbers

I notice there is no deadline explicitly set on the Homework! in the November 2002 issue of the *Bulletin* in which it was asked which was the better deal depending on whether a discount was computed before or after taxes were added, etc., etc. So taking a page out of my undergraduates' thinking, I can still submit something for credit.

I recently bought a router to share a single high-speed Internet access line in my home. I had a choice of two with identical features, one at \$100 and the other, a brand name at \$150 with a \$50 mail-in rebate. I happily went with the brand name, until on my way home I realized I had been had by the store clerk who had not done his math or had in fact been told to promote these two sales as identical.

So despite my late submission and the fact that I have not done the problem actually assigned, I have learned a valuable lesson in life that I think warrants full marks — perhaps even a bonus — since I really understand it and I am sure if I had to, I could work out exactly how much the difference was between the two options.

Cheers and welcome to the new world of engineering teaching!

RALPH HARRIS

Mining, Metals & Materials Engineering, McGill University

## Answer to Homework!

From page A8. The top rows of the triangles can be (3, 1), (3, 2), (6, 2, 5), (6, 1, 4), (5, 6, 2), (4, 6, 1), (8, 10, 3, 9), (8, 10, 1, 6), (9, 10, 3, 8), (8, 10, 1, 6), (13, 3, 15, 14, 6).

canadian association of university teachers  
collective bargaining conference

## Bargaining for Equity

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www.caut.ca

CAUT Awards for Excellence in Post-Secondary Education Journalism  
Prix d'excellence de l'ACPPU en journalisme dans le domaine de l'enseignement postsecondaire

Established in 2001, these awards for outstanding reporting are presented by the Canadian Association of University Teachers to recognize and promote in-depth and thoughtful coverage of issues related to post-secondary education in Canada.

Two awards are offered: one to recognize excellence in the student media, and the other to honour outstanding reporting in the professional print and broadcast media. Each award is worth \$500.

## Criteria &amp; Eligibility

Stories, articles (excluding editorials and columns), documentaries, or series produced during the preceding calendar year and appearing in any Canadian daily, weekly, or monthly publication, or any recognized university or college student newspaper, or broadcast by any radio or television station in Canada on some aspect of university and college education may be nominated. The works of Canadian journalists appearing in non-Canadian publications may also be considered.

Nominations which address the following issues are particularly encouraged: academic freedom; research ethics and integrity; educational accessibility and equity; funding and finances; and university and college governance.

Nominations may be made by faculty associations, media organizations or any other interested parties. Applicants may be self-nominating.

A panel of judges composed of journalists and faculty members in journalism and communications will screen and judge entries. The successful candidates will be recognized by CAUT at the association's annual spring council meeting in Ottawa.

## Nominations must include:

- One copy of the print or broadcast item(s)
- A completed nomination form (available from CAUT)

## Nomination Deadline

The deadline for nominations is February 14, 2003.

All nominations and supporting material should be addressed to:  
David Robinson  
Associate Executive Director (Policy & Communications)  
CAUT, 2675 Queensview Drive  
Ottawa Ontario, K2B 8K2

Créés en 2001, ces prix d'excellence en journalisme sont décernés par l'Association canadienne des professeurs et professeurs d'université dans le but de récompenser et de mettre en valeur des reportages recherches et sérieux sur des questions reliées à l'enseignement postsecondaire au Canada.

Deux prix sont offerts, l'un pour récompenser l'excellence dans les médias étudiants, et l'autre pour honorer un reportage exceptionnel dans la presse écrite et parlée. Chaque prix est d'une valeur de 500 \$.

## Critères et admissibilité

Sont admissibles les articles (à l'exception des éditoriaux et des chroniques), les documentaires ou les émissions traitant d'un aspect de l'enseignement universitaire ou collégial. Ils doivent avoir été produits pendant l'année civile précédente et publiés dans un quotidien, un hebdomadaire ou un mensuel canadien, dans un journal étudiant universitaire ou collégial reconnu, ou diffusés par une chaîne de radio ou de télévision au Canada. Les œuvres de journalistes canadiens publiées dans des médias non canadiens pourront aussi être prises en considération.

On invite particulièrement à proposer des reportages qui traitent de questions liées notamment à la liberté universitaire, à l'éthique et à l'intégrité de la recherche, à l'accessibilité aux études et à l'équité en matière d'éducation, aux subventions et aux finances, à l'administration des universités et des collèges.

Des associations de professeurs, des organismes de médias ou d'autres groupes intéressés peuvent soumettre des candidatures. Il est possible de proposer sa propre candidature.

Un jury composé de journalistes et de professeurs en journalisme et en communications fera une sélection préliminaire et jugera les candidatures. L'ACPPU honorerà les candidatures retenues lors de l'assemblée annuelle du printemps de l'ACPPU à Ottawa.

## Le dossier de candidature doit comprendre :

- Un exemplaire du reportage écrit ou parlé
- Un formulaire de mise en candidature rempli (disponible auprès de l'ACPPU)

## Date limite

La date limite des mises en candidature est le 14 février 2003. Toutes les mises en candidature et les documents pertinents devront être communiqués à :

David Robinson  
Directeur général associé (politique et communication)  
ACPPU, 2675, promenade Queensview,  
Ottawa (Ontario) K2B 8K2

## La Fondation Harry Crowe

135 Suite de la PAGE A1

l'Université de Toronto et directrice du Centre informatique du cancer de l'Institut du cancer de l'Ontario, Jon Thompson, professeur de mathématiques et de statistique à l'Université du Nouveau-Brunswick et membre des comités d'enquêtes

sur les affaires Fabrikant et Olivier, et enfin, Arpi Hamalian, professeure d'éducation à l'Université Concordia, présidente de la Fédération québécoise des professeurs et professeurs d'université et ancienne directrice de l'Institut Simone de Beauvoir. ■

Canadian Association of University Teachers  
Association canadienne des professeurs et professeurs d'université





## CALL FOR NOMINATIONS TO CAUT OFFICER POSITIONS AND AS CHAIRS AND MEMBERS OF CAUT STANDING COMMITTEES

Nominations are now being actively sought for election to the CAUT Executive Committee, namely:

- President
- Vice-President
- Two members-at-large

Nominations are also being sought for election to positions on the four CAUT standing committees:

- AF&T Committee — four vacancies including chair
- Librarians Committee — two vacancies
- SWC — three vacancies including chair
- CBECB — three vacancies

Individual affiliated members and associate members of CAUT are entitled to make nominations. In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in May 2003.

### TERM OF OFFICE

The term of office of the president, vice-president and executive committee members-at-large is one year. The term of office of the chair of the AF&T Committee is three years and the chair of the SWC is two years. (The person to chair a committee shall normally have served at least one year on the committee.) The term of office for regular members of CAUT standing committees is three years.

### EXECUTIVE COMMITTEE MEMBERS

The President. Responsible for guiding the affairs of the association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of president should have considerable experience in faculty association affairs at the local or provincial level.

The Vice-President. Responsible for assisting the president with his or her responsibilities.

### STANDING COMMITTEE MEMBERS

Academic Freedom and Tenure Committee. Nominees for positions on the committee should have considerable experience in one or more of the following areas: academic freedom, human rights and civil liberties. Nominees should be willing and available to dedicate considerable time to the work of the committee between meetings (four per year), including promotion of academic freedom, drafting of documents and other related duties.

Librarians Committee. Nominees for positions on the committee should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. Nominees ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians. Nominees should be willing and available to dedicate significant time to the committee's work between meetings (at least three per year), including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Status of Women Committee. Nominees for positions on the committee should have considerable experience representing the interests of and coordinating strategies promoting the status of women. Nominees should also have knowledge of policy matters pertaining to the status of women. Nominees should be willing and available to dedicate considerable time to the work of the committee between meetings (at least three per year), including the biennial conference planning, drafting of documents and other related duties.

Collective Bargaining & Economic Benefits Committee. Nominees for positions on the committee should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. Nominees should be able to commit time between meetings (at least three per year) to the work of the committee, including drafting of model clauses, development of policy statements and other related activities.

### NOMINATION PROCEDURE

Nominations should be sent to:  
Professor Gordon Shrimpton, Chair  
Elections and Resolutions Committee  
Canadian Association of University Teachers  
2675 Queensview Drive, Ottawa, ON K2B 8K2  
Fax: (613) 820-7244

They should include:

- A letter of nomination
- A brief statement of why the nominator feels the nominee is qualified to serve
- The agreement of the nominee to serve if elected
- A completed copy of the standard information form available at [www.caut.ca](http://www.caut.ca)

### MORE INFORMATION

Information on release time for CAUT officer positions and CAUT standing committee chairs can be found at [www.caut.ca](http://www.caut.ca) under policy.

**NOMINATION DEADLINE**  
for all positions is  
**March 1, 2003**



## APPEL DE CANDIDATURES AUX POSTES DE DIRIGEANTS DE L'ACPPU, DE PRÉSIDENTS ET DE MEMBRES DES COMITÉS PERMANENTS

Nous sollicitons activement des candidatures à des postes au comité de direction, soit :

- La présidence
- La vice-présidence
- Deux postes de membres ordinaires de l'ACPPU

En outre, nous sollicitons des candidatures à des postes aux quatre comités permanents de l'ACPPU :

- CLUPE — Quatre postes, dont celui de la présidence
- Comité des bibliothécaires — Deux postes
- CSF — Trois postes, dont celui de la présidence
- CNCAC — Trois postes

Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures. Pour que l'ACPPU demeure une organisation efficace, il est très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en mai 2003.

### MANDAT

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du comité de direction est d'un an. Le mandat de la présidence du CLUPE est de trois ans et celui de la présidence du CSF est de deux ans. (La personne qui assume la présidence a normalement siégé au moins un an au comité.) Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

### LES MEMBRES DU COMITÉ DE DIRECTION

La présidence. La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en œuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

La vice-présidence. La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités.

### LES MEMBRES DES COMITÉS PERMANENTS

Le Comité de la liberté universitaire et de la permanence de l'emploi. Les candidats et candidates à des postes du Comité de la liberté universitaire et de la permanence de l'emploi devraient avoir une expérience considérable dans l'un ou plusieurs des domaines suivants : la liberté universitaire, les droits humains et les libertés civiles. Les candidats et candidates devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (quatre par année), notamment à la promotion de la liberté universitaire, à la rédaction de documents et à d'autres tâches connexes.

Le Comité des bibliothécaires. Les candidats et candidates à des postes du Comité des bibliothécaires devraient avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations pédagogiques des bibliothécaires des universités canadiennes. Les candidats et candidates doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires d'université. Ils devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (au moins trois par année), notamment en participant à l'organisation du colloque biennal, à la rédaction ou à la révision de documents, en répondant à des demandes de renseignement et à d'autres activités connexes.

Le Comité du statut de la femme. Les candidates à des postes du Comité du statut de la femme devraient avoir une expérience considérable dans la représentation des intérêts des femmes et dans la coordination de stratégies mettant en valeur la condition des femmes. Les candidates devraient également connaître les questions de principe touchant la condition des femmes. Elles devraient être disponibles et prêtes à consacrer beaucoup de temps aux travaux du comité entre les réunions (au moins trois par année), notamment à l'organisation du colloque biennal, à la rédaction de documents et à d'autres tâches connexes.

Le Comité de la négociation collective et des avantages économiques. Les candidats et candidates à des postes du Comité de la négociation collective

et des avantages économiques devraient avoir fait la preuve de leur expérience dans le domaine de la négociation collective ou de l'analyse d'avantages économiques. Ils devraient également pouvoir consacrer du temps aux travaux du comité entre les réunions (au moins trois par année), notamment en rédigeant des clauses modèles, en élaborant en énoncés de principes et en participant à des activités connexes.

### MÉTHODE DE MISE EN CANDIDATURE

Il faut envoyer les candidatures à :  
M. Gordon Shrimpton, président  
Comité des élections et résolutions  
Association canadienne des professeurs et professeurs d'université  
2675, prom. Queensview Ottawa (Ontario) K2B 8K2  
Télécopieur (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature :

- Une lettre de mise en candidature
- Une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues
- L'accord du candidat ou de la candidate de siéger au comité advenant son élection
- Une copie du Formulaire d'information réglementaire, dûment rempli, disponible à [www.caut.ca](http://www.caut.ca)

### INFORMATION

Les renseignements au sujet du dégageement pour les postes au comité de direction ainsi que les présidences des comités permanents de l'ACPPU se trouvent à [www.caut.ca](http://www.caut.ca), sous la rubrique énoncés de principe.

**LA DATE LIMITE des**  
**mises en candidature**  
**est le 1<sup>er</sup> mars 2003**

# ANNOUNCEMENTS

## ACCOUNTING

■ **McMASTER UNIVERSITY** — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing July 1, 2003 in the area of Accounting. Preference will be given to candidates with teaching interest in auditing, EOP auditing, E-commerce, information systems and/or advanced financial accounting. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Outlets include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Babu, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main Street West, Hamilton, ON L8S 4M4. Email: babu@mcmaster.ca; Fax: (905) 526-0852. All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

■ **THE UNIVERSITY OF WINDSOR** invites applications for faculty positions in the Department of Business in the areas of Marketing, Management Science, Business Strategy, Management and Labour Studies, and Accounting commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253 3000, Ext. 3094; Fax: 519 973 7073; Email: [dean@uowindsor.ca](mailto:dean@uowindsor.ca). For information on the University of Windsor or the City of Windsor, contact Dr. Janice Driskin, Director, Faculty Recruitment at 519 253-6508 (toll free) or [recruit@uowindsor.ca](mailto:recruit@uowindsor.ca).

## ANTHROPOLOGY

■ **UNIVERSITY OF TORONTO AT MISSISSAUGA** — The Department of Anthropology invites applications for a tenure-track position in sociocultural anthropology at the rank of Assistant Professor, beginning July 1, 2003. The successful candidate will have expertise in ethnographic research. Topical and geographic areas are open; however, preference will be given to candidates specializing in ethnohistory, ethnoarchaeology, or the comparative study of religion. Candidates should have a PhD in Anthropology on appointment (or soon thereafter). The appointment is at the University of Toronto at Mississauga, which has an interdisciplinary curriculum, a multi-cultural student body, and a modern and spacious campus. The successful candidate will be expected to teach in the undergraduate and graduate programs and to be a member of the Graduate Department of Anthropology, University of Toronto. Demonstrated excellence in research and teaching in ongoing research, is sought. Additional information on the Department can be obtained through the World Wide Web at <http://www.utsn>.



## Simon Fraser University Assistant Professor Marine Invertebrate Biology

The Department of Biological Sciences is seeking a tenure-track faculty member in the area of Marine Invertebrate Biology. The appointment will be made at the Assistant Professor level with a start date on or after September 1, 2003. Potential research areas are open, but could include evolutionary biology, population and community ecology, developmental biology or neurobiology. The department has three main research themes (cell biology, physiology, and ecology and evolution; see <http://www.sfu.ca/biology/>) and excellent marine facilities at the Bamfield Marine Station (<http://bmbs.bc.ca>).

The successful candidate will pursue a vigorous, externally funded research program that includes the training of graduate students. She or he will be expected to contribute to undergraduate teaching, including a course in invertebrate biology, and to graduate teaching in their area of expertise. Review of applications will begin on February 15th, 2003, and the search will remain open until the position is filled. Applicants should send a Curriculum Vitae, three representative reprints, a one page summary of their research objectives, and contact details for three referees to: Dr. Norbert H. Haunerland, Chair, Department of Biological Sciences, Simon Fraser University, 8888 University Blvd., Burnaby, B.C. V5A 1S6, Canada; Fax: 604 291 4312.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The appointment is subject to final budgetary approval by the University. Simon Fraser University, located in the greater Vancouver area, is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

[utoronto.ca/~w3any](http://utoronto.ca/~w3any) and <http://www.chass.utoronto.ca/~anthropology/>. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The deadline for submission of applications is January 15, 2003. Candidates should send a current curriculum vitae, a statement of teaching specializations and one current research paper. Candidates should also arrange for three letters of reference to be submitted under separate cover. All correspondence should be sent to: Professor Gary Crawford, Associate Dean, Social Sciences Division, University of Toronto at Mississauga, 3359 Mississauga Road, North, 123 Kaneff Centre, Mississauga, Ontario, Canada L5L 1C6.

## APPLIED HUMAN SCIENCE

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Sciences has a number of appointments available in its Department of Applied Human Sciences. Please see our full-page display ad in this issue.

## APPLIED MATHEMATICS

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics at the University of Waterloo, to begin on or after July 1, 2003. Applicants should show evidence of outstanding ability in both research and teaching, should have a strong mathematical background and have an active interest in applications of their discipline in science or engineering. We are interested in applicants whose area of research is either control theory or fluid mechanics. Salary and rank at the Assistant or Associate Professor level will be commensurate with experience and research record. Applicants should send a curriculum vitae (including a statement of research interests and two recent research articles) and the names and addresses of at least three references to: J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applications will be considered at any time, until the position is filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics and Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a large centre of research in the mathematical sciences. There are also close collaborations with the Faculties of Engineering and Science in the University and with the nearby Perimeter Institute of Theoretical Physics. The research areas in the department are Control Theory, Differential Equations & Dynamical Systems, Digital Signal Processing, Fluid Mechanics & Biomechanics, Quantum Theory, Relativity & Cosmology, and Scientific Computation. Further information about the department may be obtained from our website at [www.math.uwaterloo.ca/AM\\_Dept/homepage.html](http://www.math.uwaterloo.ca/AM_Dept/homepage.html). The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This position is subject to the availability of funds. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Applied Mathematics at the University of Waterloo invites applications for appointment of a Junior (Tier II) Canada Research Chair (CRC) in the broad area of Scientific Computation. The CRC Program has been established with the objective of enabling Canadian universities to foster research excellence by attracting the best researchers from both within and outside Canada. Further details on the CRC program may be viewed at [www.chass.uwaterloo.ca](http://www.chass.uwaterloo.ca). The Department of Applied Mathematics, one of five Departments in the Faculty of Mathematics at the University of Waterloo, is an active centre of research, with interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electrodynamics, Fluid Mechanics, Ordinary and Partial Differential Equations, Quantum Theory, Relativity, and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the department may be obtained from [www.math.uwaterloo.ca/AM\\_Dept/homepage.html](http://www.math.uwaterloo.ca/AM_Dept/homepage.html). The Department is seeking an individual with an outstanding research reputation, who will play a leading role in the expansion of its activities in Scientific Computation, and contribute to the development of the proposed Centre for Computational Mathematics and Mathematical Software in the Faculty of Mathematics. The successful applicant will have a strong mathematical background with emphasis on computation, and significant experience in one or more application areas. The potential to establish an active research group of faculty students and postdoctoral fellows, and to initiate interactions with researchers in departments in the Faculties of Science and Engineering, are also essential requirements. Applicants should send a curriculum vitae (including a statement of research interests and two recent research articles) and the names of three references, should be sent to: Dr. J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applications will be considered at any time until the position is filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenure-track position in the Department of Applied Mathematics, University of Waterloo, Ontario, Canada. The area of scientific computing and compu-

tational mathematics, to begin on or after July 1, 2003. Applicants should show evidence of outstanding ability in both research and teaching, and should have a strong mathematical background. Applicants should have as their primary interest the development and analysis of algorithms, methods and software for the effective computer solution of fundamental problems in scientific computation including, but not limited to, the numerical solution of ordinary and partial differential equations, control theory and fluid mechanics. The successful applicant will be expected to conduct research, supervise graduate students, teach courses in computational mathematics, and teach mathematics courses to mathematics, computer science, engineering and science majors. Salary and rank, at the Assistant or Associate Professor level, will be commensurate with experience and research record. Applicants should send a curriculum vitae (including a statement of research interests and two recent research articles) and the names and addresses of at least three references to: J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Ontario, Canada N2L 3G1. Applications will be considered at any time, until the position is filled. The above position is being advertised, in conjunction with similar ones across the Faculty of Mathematics, as part of a major expansion in the area of scientific computing and computational mathematics. The expansion will include the creation of a Centre for Computational Mathematics in Industry & Commerce, which will oversee the development of a new program in computational mathematics at the undergraduate level, and a significant expansion of graduate studies in the area. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, is part of the Faculty of Mathematics. This active research area in the department are Control Theory, Differential Equations & Dynamical Systems, Digital Signal Processing, Fluid Mechanics, Quantum Theory, Relativity & Cosmology, and Scientific Computation. There are also close collaborations with the Faculty of Engineering and the Faculty of Science in the University. Further information about the department may be obtained from our website at [www.math.uwaterloo.ca/AM\\_Dept/homepage.html](http://www.math.uwaterloo.ca/AM_Dept/homepage.html). The University of Waterloo encourages applications from all

## Laurentian Laurentienne

## Computer Studies Program Coordinator

Opportunity to work with the leader in International Education

Canadian Institute for International Studies (CIIS) operating in Chandigarh, India, is a unique educational institution offering post secondary programs from Laurentian University and Georgian College. In the short span of two years CIIS has become the market leader in international education in India by creating a niche for itself in Computer Education with excellent infrastructure, academic achievements & providing quality education. CIIS is a dynamic organization undergoing tremendous growth and dedicated to high Canadian standards of education.

To be a part of this exciting growth we are looking for a highly motivated computer professional/educator who is a challenge driven visionary to be the Computer Studies Program Coordinator.

The candidate will be an employee of Laurentian University and would be the founding coordinator responsible to put in place and to coordinate the computer programs offered by Georgian College & Laurentian University on the CIIS campus:

- Computer Programmer Analyst (CPA) —
- Diploma from Georgian College
- Bachelor of Computer Science Degree —
- Laurentian University,
- CISCO Certificate Programs

Some teaching duties will also be assigned. The successful candidate will operate out of the campus in Chandigarh, India with frequent trips to Canada. Duration of assignment is two years.

Potential Candidate must have:

- PhD in Computer Science or equivalent
- Teaching experience at the University and/or College level
- Related & proven administrative experience
- Excellent communication and management skills
- Flair for traveling

Laurentian University is a bilingual institution and an equal opportunity employer. The University is committed to equity in employment and encourages applications from all qualified applicants including women, aboriginal peoples, members of visible minorities, and persons with disabilities. Applications will be accepted from all qualified candidates, but in accordance with Canadian immigration requirements, preference in the first instance will be given to Canadian citizens and permanent residents.

Interested candidates should forward their resume and covering letter to: Dr. Les Davison, Department of Mathematics and Computer Science, Laurentian University, Sudbury, Ontario, Canada P3E 2C6, e-mail: [char@cs.laurentian.ca](mailto:char@cs.laurentian.ca).

Applications will be accepted until the position is filled.

## Index Indices

### B1 Accounting

Anthropology  
Applied Human Science

### B2 Archaeology & Classical Studies

Art  
Art History  
Arts Visuels  
Biochemistry  
Biological Chemistry

### B3 Biology

Business

### B4 Business Strategy

Canadian Studies

### B5 Ceramics

Chemical Education

### Chemistry & Biochemistry

Commerce & Administration

### Communication Science & Disorders

Communication Studies

### Computer Science

Criminology

### Cytogenetics

Dentistry

### Earth & Atmospheric Sciences

Economics

### B10 Education

Education Policy & Leadership Education

### Educational Psychology

Elementary Education

### Engineering

### B13 Engineering & Computer Science

English

### Études Françaises

Exercise Science

### Family Medicine

Finance

### B14 Fine Arts

Français

Français langue seconde

### French

French as a Second Language

### Génie

### B15 Genomics

Geography

Geography & Environmental Studies

German

### B16 Gestion

Global Studies

Health & Society

History

History & Philosophy of Science

Human Resources/Management

Industrial Design

Information Systems & Technology

Italian

Italian & French Studies

Journalism

Journalism & Communication

Kinesiology

B17 Kinesiology & Physical Education

Language Arts Education

Langue moderne et d'études classiques

Law

Law & Society

Liberal Arts

Linguistics

Management

Management Information Systems

Management & Labour Studies

Management Science

### B18 Marketing

Mathematical Science

Mathematics

Mathematics Education

Mathematics & Statistics

### B19 Microbiology & Immunology

Modern Languages & Classics

Music

Music Education

Native Studies

Neurology

Neurophysiology

Nursing

Operations Management

Pathology & Molecular Medicine

Philosophy

Physical Geography

### B20 Physics

Physics & Astronomy

Political Science

### B21 Psychology

Religion

Religion & Culture

Science Education

### B22 Social & Cultural Foundations Education

Sociology

Sociology & Anthropology

Sociology & Criminology

Spanish

Speech Pathology

### B23 Statistics & Actuarial Science

Theatre

Theatre Film & Creative Writing

Theological Studies

Visual Arts

Women's Studies

Zoology

Accommodations

## CAREERS CARRIÈRES

qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadian Citizens and Permanent Residents will be given priority. This appointment is subject to the availability of funds.

## ARCHAEOLOGY &amp; CLASSICAL STUDIES

**■ WILFRID LAURIER UNIVERSITY** — The Department of Archaeology & Classical Studies at Wilfrid Laurier University invites applications for a tenure-track position at the rank of Assistant Professor, effective July 1, 2003, subject to budgetary approval. The successful candidate, who will have a PhD or be certain of its completion before beginning the appointment, should be competent to teach courses in Near Eastern History, Hebrew, and the Archaeology of the eastern Mediterranean world. Other requirements include a demonstrated excellence in teaching, evidence of a research program, publications and/or providing a sample of writing. Applicants are asked to submit a curriculum vitae, a covering letter outlining research interests, a short teaching dossier, a writing sample (max. 25 pages) and to arrange for three letters of reference to be sent to Professor G. J. Simpson, Chair, Department of Archaeology & Classical Studies, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5 by February 18, 2003. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University is committed to employ-

ment equity and welcomes applications from all qualified women and men, including persons with disabilities, gay men and lesbians. A visible minority, persons with disabilities, and aboriginal people.

## ART

**■ QUEEN'S UNIVERSITY** — The Department of Art (Art Conservation Program) seeks applications from qualified individuals for a tenure-track faculty position in the conservation of paper, subject to budgetary approval. The appointment will be made at the rank of assistant professor, to commence 1 July 2003. Salary will be commensurate with qualifications and experience. This position involves the supervision of graduate students in practical conservation and research, and lecturing in the history, technology, and conservation of paper, books, and paper-based artifacts. Research and publications are also expected. The successful candidate will hold at least a master's degree (or equivalent) in art conservation with a specialization in the conservation of paper, and will have significant experience in conservation practice and a record of demonstrated excellence in teaching and research. Administrative experience will also be an asset. The Art Conservation program offers a Master of Art Conservation degree (M.A.C.) and Interests with fine arts (BFA) and art history (BA, MA, PhD) programs, all within the Department of Art. Letters of application should include a CV, copies of major publications, and the names of three individuals who have been asked to submit letters of reference. The

deadline for receipt of applications and reference letters is Friday 14 February 2003, and these should be sent to: Dr. John Osborne, Head, Dept. of Art, Queen's University, Kingston, ON, K7L 3N6. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply, however, Canadians and permanent residents of Canada will be given priority. Academic staff at Queen's University are governed by a collective agreement, the details of which are posted at <http://www.queensu.ca/gda>.

## ART HISTORY

**■ THE UNIVERSITY OF GUELPH** invites applications for a tenure track position in Art History at the rank of Assistant Professor. In addition to teaching Meso-American Art and Aboriginal Arts of the Americas, the candidate will contribute to the development of courses in areas of museology and theory and criticism. Candidates should have an understanding of methodology, critical theory, and current developments in art historical studies, as well as a demonstrated commitment to teaching and an interest in new teaching technologies. The successful candidate will contribute to teaching at all levels of the undergraduate program, will participate in the planning of an MA program and in committee work and university service. A PhD in Art History or a related discipline, completed at the time of ap-

pointment, and a demonstrated premise of excellence in research are expected. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply, however, Canadians and permanent residents of Canada will be given priority. A complete application should be submitted by 15 February 2003 and will include a current curriculum vitae, email address, statement of research and teaching interests, and samples of publications. Applicants should arrange to have three confidential letters of reference sent to: Prof. Edward R. Phillips, Acting Director, School of Fine Art and Music, University of Guelph, Guelph, Ontario Canada N1G 2W1.

**■ CARLETON UNIVERSITY** — Subject to budgetary approval, the School for Studies in Art and Culture (SSAC) History, Carleton University wishes to make a tenure-track appointment at the Assistant/Associate Professor level, commensurate with experience, to begin July 1, 2003. Preference will be given to candidates with research and teaching interests in the areas of Twentieth-Century and Contemporary Art. A PhD, teaching experience and a strong research record are required, as is the ability to contribute to an M.A. in Art and its Institutions and graduate programs in Cultural Media and/or Canadian Studies. Competence in recent theoretical and methodological issues in Art History, Cultural Theory and Interdisciplinary research is essential. Applicants, with a curriculum vitae, examples of two pieces of published work, a statement of teaching philosophy, any available teaching evaluations (with an explanation of scores), and the names, addresses, telephone numbers and e-mail addresses of three referees, should be sent to: Dr. Brian Gillingham, Director, School for Studies in Art and Culture, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, Canada; email: [binglingham@carleton.ca](mailto:binglingham@carleton.ca). At the same time, candidates should arrange to have three referees (online supporting letters to the same address, preferably by email). All qualified candidates are encouraged to apply. The Applications of Canadian and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal people, visible minorities and persons with disabilities. Persons interested in applying are encouraged to apply. Applications will be reviewed beginning March 1, 2003.

## ARTS VISUELS

**■ L'UNIVERSITÉ D'OTTAWA** — La Faculté des arts sollicite des candidatures pour le poste de directeur ou de directrice du Département des arts visuels. Le Département d'arts visuels est basé à la Faculté des arts et des études programmes B.A. avec concentration en arts visuels et Baccalauréat en arts visuels

(B.A.V.). De plus, une concentration en administration des arts peut être combinée avec l'un ou l'autre de ces programmes. Le B.A.V. est un diplôme avec accent sur la pratique de l'art contemporain et il s'inscrit sous un processus de sélection. La concentration réagit des cours d'histoire d'art au niveau 1000 (première année), tous les programmes comportent des cours obligatoires et optionnels d'histoire et de théorie de l'art. Quelques 230 étudiants sont présentement inscrits aux programmes du département. Le département a des postes vacants, tous combinés, avec un plan de recrutement de dix-neuf professeurs et de dix-neuf professeurs à temps partielles sont engagés par session. La personne choisie aura un doctorat ou l'équivalent en histoire de l'art avec spécialisation en art moderne et contemporain, un dossier de publication, posséder une bonne expérience universitaire et administrative et maîtriser le français et l'anglais. L'engagement se fera sur un rang d'âge ou de titularité. La date d'entrée est le 1er juillet 2003. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'université a une politique d'équité en matière d'emploi. Les candidats accompagnés d'un curriculum vitae, des exemples de publications récentes ainsi que trois lettres de recommandation confidentielles, par courriel, doivent parvenir au plus tard le 15 février 2003 à : M. David Staines, doyen, Faculté des arts, Pavillon Sand, 60, rue Université, Ottawa, ON K1N 6N5.

## BIOCHEMISTRY

**■ DALHOUSIE UNIVERSITY** is seeking an individual with an active research programme as well as a strong record of accomplishments in education and administration to provide leadership for the Department of Biochemistry & Molecular Biology. The successful applicant will have a PhD and/or M.D. degree and proven leadership skills. The appointment as Head is for a five-year term with the possibility of renewal. He/she will be a tenured member of the Department. This person is expected to promote and enhance research in the Department as well as guide, mentor and supervise the academic responsibilities of the Department for undergraduate teaching in the Faculties of Medicine, Dentistry, and Professional Studies (Pharmacy, Nursing) and Science (4 year BSc programs), as well as graduate programs. The Department has an active graduate studies program leading to MSc and PhD degrees. The research interests of current faculty members include protein chemistry, lipid biochemistry, cell signaling and cancer, molecular genetics, evolution, gene expression, and genomics. Through cross-appointments and joint appointments the Department has many external collaborations with members of both basic and clinical departments who are interested in molecular

approaches to problems of importance in biology and medicine. The administrative and core activities of the CIAR Evolutionary Biology program and major components of the Genome Atlantic initiative are also located in the Department. Details of the Department's activities can be found at [www.biochem.dal.ca](http://www.biochem.dal.ca). Dalhousie University Faculty of Medicine in Halifax, Nova Scotia is the medical school for Nova Scotia, New Brunswick, and Prince Edward Island. The Faculty of Medicine website is located at [www.medicine.dal.ca](http://www.medicine.dal.ca). All qualified candidates are encouraged to apply although Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, visibly visible persons and women. Send curriculum vitae and the names and addresses of three referees, before the closing date of February 14, 2003 to: Dr. Jonathan Blay, Chair, Department of Biochemistry & Molecular Biology Survey/Search Committee, Faculty of Medicine, c/o Dean's Office, 5849 University Avenue, Halifax, Nova Scotia B3H 4H7.

## BIOLOGICAL CHEMISTRY

**■ THE UNIVERSITY OF GUELPH** — The Department of Chemistry & Biochemistry of the University of Guelph invites applications for a full time tenure track position at the rank of Assistant Professor in the area of Biological Chemistry. All areas of biological chemistry will be considered with preference for research in bioorganic chemistry or toxicology. Candidates must have a PhD degree and postdoctoral experience. The successful candidate will be expected to develop a productive research program, to teach and advise graduate students within the Guelph-Waterloo Centre for Graduate Work in Chemistry and Biochemistry, and to have a strong commitment to teaching at the undergraduate level. Additional information on the Department of Chemistry and Biochemistry may be found at <http://www.chembio.uoguelph.ca>. Salary will be commensurate with qualifications and experience. Candidates should submit by March 31, 2003, a curriculum vitae, a statement of research experience and a research proposal, and arrange to have three letters of reference sent to: Dr. Robert J. Balazs, Chair, Department of Chemistry and Biochemistry, University of Guelph, Guelph, Ontario N1G 2W1, Fax: 519 766-1499. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. This appointment is subject to final budgetary approval.

QUEEN'S UNIVERSITY  
Kingston, Ontario, CanadaTenure Track Positions  
Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Accounting, Finance, Management Science, Operations Management, Managerial Economics/MOT, Marketing, Organizational Behaviour/Human Resources and Strategy and Business Policy (Assistant, Associate or Full Professor levels).

## QUALIFICATIONS:

Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

## COMPENSATION:

Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

## INSTITUTION:

Queen's School of Business has an outstanding reputation in its academic programs. Our M.Sc. in Management and unique dual major PhD programs attract highly qualified research-oriented graduate students. For an unprecedented four consecutive years Queen's MBA for Science & Technology was ranked Canada's number one MBA program by Canadian Business Magazine. Our flagship program, the Commerce program, has the highest undergraduate entrance standards of all Canadian universities. Queen's innovative Executive MBA was the first in Canada to use videoconferencing. Queen's has received unconditional accreditation for all programs by the International Association for Management Education (AACSB).

The effective date of the appointment will be July 1st, 2003, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation and a sample publication, thesis proposal or completed thesis, electronically to: [deansoffice@business.queensu.ca](mailto:deansoffice@business.queensu.ca).

Thomas Anger, Associate Dean  
Queen's School of Business, Queen's University  
Goodes Hall - Rm. 346  
Kingston, Ontario K7L 3N6

[www.business.queensu.ca](http://www.business.queensu.ca)



## UNIVERSITY OF CALGARY

Established in 1971, the Faculty of Environmental Design offers professional, graduate education in Architecture, Environmental Design, Environmental Science, Industrial Design, Planning and Urban Design. Small class sizes, and an emphasis on interdisciplinary, studio-based design education facilitates high-quality learning. We have 29 faculty members, 60 professional adjuncts, some 250 Master's students and 17 PhD students. Our research, teaching and professional strengths are in areas of sustainability and design, environmental/ecological management, the history and theory of design, and physical design and development. Our faculty members are internationally recognized for their research, design and innovative professional practice. Our graduates have an outstanding record in the private and public sectors of professional design practice all over the world.

We are seeking a Dean who possesses the following qualities and qualifications:

- A demonstrated ability to provide leadership and vision suited to a professional design faculty.
- A proven commitment to excellence in scholarship, teaching and service, with a particular interest in increasing the research and professional profiles of the Faculty.
- The proven ability to develop and maintain supportive relationships within the University as well as in academia, government, and the professional communities from local to international levels.
- The ability to function effectively as a senior manager and administrator, and communicator with faculty, staff, students, alumni, and other members of the University and design communities.
- The proven ability to develop community and research relationships that bring support and funding.
- An understanding of the diverse environmental design fields represented in the Faculty.
- Outstanding academic and professional credentials.

Calgary is a dynamic, entrepreneurial community with a strong economy and a growing international reputation. It has a diverse professional design community, with individuals working in myriad roles. The Faculty enjoys strong connections with Alberta's design and environmental professions. These relationships enable us to enrich our teaching and research programs through the participation of practicing professionals. For further information, see: <http://www.ucalgary.ca/UofC/faculties/EVI/>

All inquiries will be held in complete confidence. The Dean's position will commence July 1, 2003 or as soon thereafter as possible. Applications or nominations, including a curriculum vitae and confidential letters from three referees, should be submitted by **February 15, 2003** to:

Dr. Ronald B. Bond, Provost and Vice-President (Academic), University of Calgary,  
2500 University Drive N.W., Calgary, AB, Canada; T2N 1N4; Telephone: (403) 220-5462;  
Fax: (403) 289-6800; Web site: <http://www.ucalgary.ca>

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates and encourages diversity. To see all our academic career opportunities, please visit [www.ucalgary.ca/hr/career](http://www.ucalgary.ca/hr/career)

[www.ucalgary.ca](http://www.ucalgary.ca)

# CAREERS & CARRERES

## BIOLOGY

■ **THE UNIVERSITY OF NEW BRUNSWICK IN SAINT JOHN** — The Department of Biology invites applications for a tenure-track position in the area of Conservation Biology, beginning July 1, 2003. The position is subject to final budgetary approval. The successful candidate will coordinate the Environmental Biology program and have the expertise to offer undergraduate courses in some of the following areas: Environmental Biology, Biodiversity, Conservation Biology, as well as develop courses in their area of expertise. UNBSJ has a strong commitment to teaching and a demonstrated excellence in teaching and a demonstrated excellence in research ability. A PhD degree and clear evidence of research ability in the area of Conservation Biology/Biodiversity. The successful candidate will be expected to establish an externally funded research program and will be involved in the supervision of undergraduate (Honours) and graduate (MSc and PhD) students. The Department of Biology offers 4-year BSc programs in Biology, Marine Biology and Environmental Biology. It has been faculty with research expertise in marine biology, ecology, education, environmental biology, physiology, ornithology and biodiversity. For more information, visit the Departmental website at <http://www.unbsj.ca/biology/biology.htm> or email: [marlene@unbsj.ca](mailto:marlene@unbsj.ca). Applicants should submit a recent curriculum vitae, the names and addresses (including the e-mail address and telephone number) of three referees, a statement of teaching philosophy and research interests, and up to three letters of recommendation to the Department of Biology, University of New Brunswick, P.O. Box 5060, Saint John, N.B. A2L 4B5 (for 506-591-1111, ext. 4646). Review of applications will begin February 1, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of equal opportunity.

■ **CARLETON UNIVERSITY** — Applications are invited for a tenure-track position in the Department of Behavioural Biology. The successful candidate will possess a PhD degree and will be expected to develop a strong, externally funded research program, supervise research students, and develop and teach undergraduate and graduate courses. The Department of Biology has recently moved into new buildings and modern research facilities. Excellent opportunities exist in the Ottawa region for collaborative work with government laboratories in agriculture, food, environment, wildlife biology, and biotechnology. Among others, in addition, the Department has close links in teaching and research through a joint graduate program with the Department of Biology, University of Ottawa. All qualified candidates are encouraged to apply. The application deadline is March 31, 2003. The successful candidate will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. The position is subject to final budgetary approval. Applicants for this position should send a curriculum vitae, a statement of research and teaching interests, and the names of three referees to: Marilyn Stock, College of Natural Sciences, Carleton University, 1125 Colonel By Drive, Ottawa, ON K1S 5B6. Contact for e-mail: [marilyn.stock@carleton.ca](mailto:marilyn.stock@carleton.ca). For further details see: <http://www.carleton.ca/acadpos/biol/>. The application deadline is December 31, 2002.

■ **THE UNIVERSITY COLLEGE OF CARLETON** invites applications for a tenure-track Biology Assistant Professor position to commence July 2003. Reporting to the Dean of the Department Chair, the successful candidate will teach biodiversity-related courses in the BSc (Biology) program. Applicants from all areas of biology will be considered with preference will be given to an animal biologist with research and undergraduate teaching experience. In biodiversity-related areas such as, but not limited to, wildlife population biology, animal behaviour, animal habitat, ornithology, and herpetology. Field-based teaching and research opportunities are abundant and readily accessible. One of the opportunities available to biology faculty is the science education of First Nations' students with some focus on the indigenous knowledge of the Mi'kmaq culture. The successful candidate will be expected to establish an externally funded research program. Applicants must have a PhD in Biology or a related discipline. The union affiliation for this position is with the UCCB Faculty Association of University Teachers (FAUT). UCCB is an equal opportunity employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae, academic transcripts and three letters of reference to the contact person no later than 4:00 p.m. February 14, 2003. Please quote reference number: B0022101 on all correspondence.

■ **CAKHOUSE UNIVERSITY** — The Department of Biology, Dalhousie University, invites applications for a tenure-track Assistant Professor position effective July 1, 2003. The successful applicant's research interests will be in the field of Marine Conservation Biology. We are most interested in filling this position with an outstanding candidate who contributes to the Department in any of the nominal disciplinary specializations in marine biology. We wish to strengthen our research in marine biology, particularly in the areas of marine biology, theoretical ecology, and community/ecosystem ecology. The preferred applicant will have a PhD, postdoctoral experience, and an established record of, or outstanding potential for, excellence in research and teaching. The successful applicant will be expected to develop an innovative research programme supported by external funding. He/she will be expected to contribute to the department's commitment to excellence in teaching and provide evidence of his/her ability to teach at both the undergraduate and graduate levels. Applicants should submit a curriculum vitae, copies of three representative papers, statement of research interests, statement of teaching interests, and arrange to have three letters of reference

sent to the following address: Dr. Jeffrey Hutchings, Chair, Marine Conservation Biology Search Committee, Department of Biology, Dalhousie University, Halifax, Nova Scotia B3H 4J1 Canada; Telephone: (902) 494-2667; Fax: (902) 494-3736; email: [Jeff.Hutchings@dal.ca](mailto:Jeff.Hutchings@dal.ca). Applications for the position will be considered until 31 January 2003, or until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Equal Opportunity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Sciences, has up to two limited-term appointments available in Cell and Molecular Biology. Please see our full-page ad in this issue.

■ **TRENT UNIVERSITY** invites applications for a tenure track appointment in the Department of Biology at the rank of Assistant Professor to start July 1, 2003, subject to budgetary approval. The Department wishes to build on its strengths in the areas of Physiology and Genetics, and welcomes applications in either of these disciplines. A completed PhD is required, and preference will be given to applicants who have appropriate teaching and post-doctoral research experience. The successful candidate will contribute to teaching in one course in either animal physiology or genetics, and be expected to offer an upper year course in his/her area of expertise. The department offers Specializations in Health Sciences and Conservation Biology, and encourages applications from those able to support either of these areas. The successful candidate is expected to establish an externally-funded research program, and to supervise graduate students within one of Trent's interdisciplinary graduate programs. Trent University offers a broad range of research opportunities, including major facilities in DNA sequencing and genotyping, analytical equipment for water quality analysis, a microscopy lab equipped with both Scanning Transmission and Scanning electron microscopy and an animal care facility. Completed applications will be accepted until March 31, 2003. A statement of research interests and teaching philosophy and the names, postal and e-mail addresses, and phone numbers of three referees who will be willing to write letters on the candidate's behalf. The deadline for receipt of applications is March 31, 2003. Applicants should send their curriculum vitae, a statement of research interests, and a letter of recommendation to: Dr. Carolyn Kapron, Chair, Department of Biology, Trent University, 1600 West Bank, Or, Peterborough, ON, K9J 7B6. For information about the program may be obtained by contacting the Department of Biology's home page ([www.trentu.ca/biology](http://www.trentu.ca/biology)) or by contacting the chair ([kapron@trentu.ca](mailto:kapron@trentu.ca)). Trent University is an Equal Opportunity Employer, and especially invites applications from women, Aboriginal peoples, visible minorities, and disabled persons. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **UNIVERSITY OF TORONTO AT MISSISSAUGA** — The Department of Biology invites applications for a tenure-track position at the Assistant Professor level in Plant Molecular Systematics, starting July 1, 2003. We are seeking an individual who is using molecular approaches to investigate the systematic and phylogeny of plants and who has interests in broader questions in evolutionary biology and a strong grounding in plant biodiversity. The successful candidate will have a PhD, preferably with post-doctoral experience and an outstanding record and commitment to research. The appointee will be expected to build an externally funded, internationally recognized research program and to contribute to teaching in the department at both the graduate and undergraduate levels. UTM ([www.utm.utoronto.ca](http://www.utm.utoronto.ca)), one of the three campuses of the University of Toronto, is undergoing an unprecedented period of expansion and offers a dynamic and growing faculty in molecular and evolutionary biology. The close proximity and strong links across the campuses facilitate interactions with faculty and graduate students from cognate disciplines. The newly completed Centre for Applied Biosciences and Biotechnology at UTM provides state of the art facilities for molecular analysis. Significant herbarium resources are also available at an on-site herbarium and the Royal Ontario Museum. The University of Toronto is committed to academic excellence. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Applicants should submit a curriculum vitae, a statement of research and teaching interests, and arrange for three letters of reference to be sent to Professor G.S. Davis, Department of Biology, University of Toronto at Mississauga, 3359 Mississauga Road, Mississauga, Ontario, Canada L5L 1C6 (for 905-276-6000, ext. 3603). Applications will be accepted until February 28, 2003, although the search will remain open until the position is filled.

■ **UNIVERSITY OF TORONTO AT MISSISSAUGA (UTM)** — The Department of Biology, invites applications for a tenure track faculty position in Neurobiology and Behavioural Genetics at the level of Assistant or early career Associate Professor (within two years of tenure), effective July 1, 2003. We are seeking an individual whose research focuses on development and/or function of the nervous system in invertebrate or other non-mammalian animal model systems. Preference will be given to candidates employing modern genetic, molecular and/or neurophysiology approaches to research on behaviour. The successful candidate will be nominated for a Tier II Chair in the prestigious Canada Research Chair Program ([www.chairs.gc.ca](http://www.chairs.gc.ca)) and become part of the "Genetics and Behavioural Neurobiology" CRC cluster that has as its hub at UTM ([www.utm.utoronto.ca](http://www.utm.utoronto.ca)). These faculty endowed chairs are open to all nationalities.

The successful applicant will be part of the newly established Centre for Research on Biological Communication Systems with its neurophysiology facilities, behavioural testing rooms, surgical, histological, molecular, and microscopy labs. In addition, our Centre and Houses the Canadian Centre for Applied Biosciences and Biotechnology, NMR and Houses the Canadian Bioscience Resource Project. The successful applicant will have a PhD and preferably post-doctoral research experience, an outstanding record and commitment to research and teaching. The appointee will be expected to build an externally funded research program and to contribute to the education and training of undergraduate and graduate students. Salary will be commensurate with qualifications and experience. The University of Toronto at Mississauga, one of three campuses of the University of Toronto, is located in the City of Mississauga, on the western border of Toronto, approximately 20 km from Toronto's Civic Centre. In light of the extensive expansion (60% growth) to occur at UTM over the next 10 years, we anticipate the addition of many new positions in the Life Sciences. New buildings are being constructed, and existing laboratory facilities are being renovated to support expansion in research and teaching. The University of Toronto is committed to academic excellence. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The deadline for submission and letters of reference is 1 March 2003, although the search will remain open until a successful candidate is found.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Biology at the University of Waterloo invites applications for the position of Lecturer in Applied Microbiology and Molecular Biology to teach several second undergraduate courses in these areas. In addition, familiarity with and interest in pursuing the use of computers in teaching would be an asset. This is a 3-year, renewable, position beginning July 1, 2003 or as soon as possible thereafter. The duties for this position will be primarily directed toward research and teaching. The successful applicant must have a PhD degree in microbiology/molecular biology or a closely related area, as well as teaching experience, and will be responsible for teaching introductory and advanced applied microbiology and molecular biotechnology courses. Enquiries and applications should be directed to: The Chair, Department of Biology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applicants should submit a complete curriculum vitae, a description of teaching experience, and a statement of their teaching philosophy, and arrange for three letters of recommendation from professional referees to arrive before March 1, 2003. Additional information concerning the University's equal opportunity policy can be found at <http://www.science.uwaterloo.ca/hq/eqop/>. All qualified candidates may be encouraged to apply; however, Canadians and Permanent Residents will be given priority.

■ **WILFRID LAURIER UNIVERSITY** — The School of Business and Economics invites applications for a tenure-track or tenured position as Assistant or Associate Professor in the area of the Management of Technology Enterprises, commencing July 1, 2003. Applicants with research interests in the management of technology enterprises are especially encouraged to apply. Applications are welcome from any of the functional areas of Business. The qualifications sought for appointment as Assistant Professor include a PhD or ABD with evidence of strong research and teaching potential. The successful candidate will be expected to teach effectively and

## BUSINESS

## DIRECTOR OF APPLIED RESEARCH

E.A. Baker Foundation of the Canadian National Institute for the Blind

The CNIB, founded in 1918, is a national voluntary not for profit agency providing services across Canada to over 100,000 individuals for whom vision loss is a critical problem in personal and social adjustments. The E.A. Baker Foundation is the research arm of the CNIB and is seeking a person to conduct and to develop and coordinate collaborative research programs focused on CNIB client needs, primarily personal, social, educational, and architectural, and to assess the application of technological developments in the field of assistive devices for the visually impaired.

The Director of Applied Research will (1) develop meaningful partnering strategies with allied agencies, governments, the corporate sector, philanthropic organizations, and academic institutions; (2) enhance the profile and visibility of the CNIB both nationally and internationally through formal peer-review research publications, and (3) position the CNIB to maximally use its human, physical, and financial resources to meet current and projected client needs.

This position requires a person who (1) possesses a PhD or its equivalent and has experience in dealing with government research funding agencies, (2) has a distinguished record of achievement in research and administration, and (3) will be an enthusiastic and energetic leader of research initiative within the CNIB.

This position might include the secondment of up to 0.5 FTE from an academic institution or other qualified position within the Canadian research community and could be located at the host institution or other location of the successful applicant.

The position will be filled on a term basis, with the possibility of renewal. The E.A. Baker Foundation and the CNIB will work with the host institution of the successful applicant to arrange for appropriate consideration of salary, time commitment, benefits, etc. The Directorship of Applied Research will be an exciting and challenging position blending the strengths and infrastructures of the CNIB and academic "cultures" and will have access to the unique and vast CNIB data sets covering a diverse range of issues pertaining to vision.

The E.A. Baker Foundation along with the CNIB hires on the basis of merit and is committed to the principle of employment equity. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. All qualified applicants are welcome and encouraged to apply; however, Canadians and permanent residents will be given priority. The records arising from this competition will be managed in accordance with provisions of the Personnel Information Protection and Electronic Documents Act of Canada. Further information on the CNIB and the E.A. Baker Foundation can be obtained from the Institute's website [www.cnib.ca](http://www.cnib.ca).

This position becomes available July 1, 2003. Enquiries and written nominations for the position are welcome. Applications from Canadian residents are to be supported by a curriculum vitae, a letter of intent, and three reference letters. Electronic applications are preferred, on or before the application deadline of March 31, 2003 to Ms. Barbara Marjoram, Executive Director, E.A. Baker Foundation, 1929 Bayview Avenue, Toronto, Ontario M4G 3B8; [barbara.marjoram@cnib.ca](mailto:barbara.marjoram@cnib.ca).



THE CANADIAN NATIONAL INSTITUTE FOR THE BLIND



THE UNIVERSITY OF BRITISH COLUMBIA

## CHAIR IN SUSTAINABLE AQUACULTURE

The newly created UBC Centre for Aquaculture and the Environment in the Faculty of Agricultural Sciences invites applications for an endowed Chair in Sustainable Aquaculture. This full-time tenure track Associate or Full Professor position will be central to the teaching and research mission of the Centre which is based on a partnership of The University of British Columbia and Fisheries and Oceans Canada. It provides research and fish rearing facilities to scientists conducting leading edge research critical to environmental protection and sustainable growth of aquaculture.

The incumbent, an internationally recognized scholar, will develop a creative and extensive interdisciplinary research program involving the training of graduate students. Limited teaching is required. Opportunities exist to attract substantial research funding from government (e.g. Natural Sciences and Engineering Research Council of Canada) and numerous industries.

The incumbent will hold a PhD in environmental physiology with research experience in areas such as fish health & welfare, fate of contaminants, or fish diseases and their transmission. Expertise in environmental risk assessment and management will be an advantage. Individual excellence and the ability to work as an integrator of interdisciplinary research and teaching will be determining factors in the hiring decision. The incumbent will develop and participate in national and international research programs focusing on emerging issues critical for environmental enhancement and the development of sustainable aquatic farm systems.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Send applications including a resume and statement of research interests and details of the three referees by February 5, 2003 to: Dr. Murray Isman, Chair, Sustainable Aquaculture Chair Search Committee, Faculty of Agricultural Sciences, The University of British Columbia 248-2397 Main Mall, Vancouver BC, Canada, V6T 1Z4 ([isman@interchange.ubc.ca](mailto:isman@interchange.ubc.ca)).



KAMLOOPS, BRITISH COLUMBIA

## THE UNIVERSITY COLLEGE OF THE CARIBOO

invites applications for the following Faculty positions:

School of Education  
Competition #02-157

Marketing  
Competition #02-158

Wildlife Ecology/Wildlife  
Management  
Competition #02-159

English and Modern Languages  
Competition #02-160

Psychology  
Competition #02-161

Economics  
Competition #02-162

Human Services  
Competition #02-163

Social Work  
Competition #02-164

For further information about these positions, please visit our website at:

<http://www.cariboo.bc.ca/hr/job.htm>

In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition Number with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to:

Irene Bazell, Human Resources Officer  
The University College of the Cariboo  
P.O. Box 3010  
Kamloops, BC V2C 5N3

We wish to thank all applicants; however, only those under consideration will be contacted.



The University College of the Cariboo (UCC)

is a regional institution serving south-central BC from a main campus located in Kamloops, just three and one-half hours by freeway from Vancouver, BC

features outstanding student and community facilities on a spectacular university-style campus, overlooking this dynamic and growing city of 80,000 residents. Almost 8,500 students now attend UCC to study in one of our 10 university degree programs or 50 different diploma and certificate programs, many of them unique in the province.

## CAREERS CARRIÈRES

to pursue innovative research and publication in high quality journals. Appointment as Associate Professor will be based on a record of research and teaching excellence. We welcome applications from those who wish to play a key role in the development of our proposed PhD program. The School has seventy full-time faculty members in Business, approximately two thousand undergraduates, and over two hundred and fifty MBA students. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who are committed to excellence in both water is at the heart of Canada's Technology Triangle, an area of exceptional economic growth and prosperity based on high technology. Laurier's new Schlegel Centre for Entrepreneurship and the recently appointed Chair in the Management of Technology Enterprises will support this community. The new appointee will be encouraged to establish strong links with the Centre, the Chair, and the high technology community. All qualified candidates are encouraged to apply, however, Candidates and Permanent Residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with a visible minority, persons with disabilities, and aboriginal people. All positions are subject to budgetary approval. Please direct applications by January 31, 2003 to: John McCutcheon, Associate Dean of Business, Faculty Development

and Research, School of Business & Economics, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5, jmcutcheon@uwaterloo.ca, (519) 884-0710, ext. 2582.

■ **THE UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN (UNBSJ)** – The Faculty of Business invites applications for tenure/tenure-track positions in Electronic Commerce, MIS/Quantitative Analysis and Marketing. All positions include graduate and undergraduate teaching. There are also overseas opportunities available to faculty members at UNBSJ. More information about us can be found at <http://business.unbsj.ca>. The UNBSJ Faculty of Business has an outstanding reputation for its innovativeness, global perspective, and leading efforts in E-Business & Commerce. First in Canada with E-Commerce degrees at the undergraduate and MBA levels, the faculty was recently recognized as #1 in E-Business by Canadian Business Magazine's Ranking of Canadian Business Schools. The faculty also hosts one of the first Electronic Commerce Research Centres (ECRC) in North America. The ECRC is a unique partnership between private and public sector organizations and the University. Founding partners of the Centre include such notables as Nortel, NCR, Scotiabank, DMR, SUN Microsystems and the Province of New Brunswick. Recently the National Research Council of Canada has begun to establish a research presence at the Centre with a focus on e-Health Research. The Centre and its partners provide opportunities for innovative, EBAC related research across a variety of disciplines. Further information can be found by reviewing the ECRC's website at <http://www.occ-centre.com>. Highly desir-

able for senior level applicants is a high level of classroom effectiveness and demonstrated record of publications in peer-reviewed journals, while entry level applicants should have an earned doctorate (or ABD near completion), a commitment to effective teaching and the potential for quality research. Candidates with lesser qualifications may be considered for term appointments. All positions are subject to budgetary approval. Rank and salary will be commensurate with qualifications and experience. Please send a letter of application, CV, evidence of teaching proficiency (where relevant) and the contact details of three referees to: Dean, Faculty of Business, PO Box 5050, 217 Oxford Hill, 1 Busier Park Road, Saint John, NB, Canada, E2L 4L5, or email to [mcclanahan@unbsj.ca](mailto:mcclanahan@unbsj.ca).

■ **McMASTER UNIVERSITY** – The Michael G. DeGroote School of Business at McMaster University is seeking applications and nominations for a Canada Research Chair (Tier 1 position) in the Human Resources and Management Area. In keeping with expectations of the Canada Research Chairs (CRC) program, the successful candidate should exhibit the following attributes: an outstanding and innovative researcher whose accomplishments have had a major impact on his or her field; international recognition as a leader in his/her field; a superior record of attracting and supervising graduate students; the ability to establish a world class research program that is innovative, original, and of high quality; and a solid track record of obtaining research funding (e.g., SSHRC, NSERC, CIHR). The successful candidate is expected to demonstrate leadership at McMaster University in his or her field of research; establish a vigorous, externally funded research program; teach at the graduate level and add significant value to the doctoral program. Candidates and nominations should have a research program within at least one of the following broad strategic research areas: Organizational Behaviour, Human Resources, Management, Environment and Health. For information on the CRC program can be viewed at <http://www.chairs.gc.ca>. A summary of McMaster University's Strategic Research Plan can be found at <http://www.chairs.gc.ca/english/research/strategy/strategy/McMaster.pdf> (McMaster is a member of the link). The Michael G. DeGroote School of Business at McMaster University is home to about 1500 undergraduate students and about 500 MBA students. The Human Resources and Management Area houses one of the two PhD programs in the School of Business, with an enrolment of about ten doctoral students. The Area is seeking to expand the PhD program and it is expected that the successful candidate will contribute substantially to this initiative. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

■ **McMASTER UNIVERSITY** – The Michael G. DeGroote School of Business at McMaster University is seeking applications and nominations for a Canada Research Chair (Tier 1 position) in the Human Resources and Management Area. In keeping with expectations of the Canada Research Chairs (CRC) program, the successful candidate should exhibit the following attributes: an outstanding and innovative researcher whose accomplishments have had a major impact on his or her field; international recognition as a leader in his/her field; a superior record of attracting and supervising graduate students; the ability to establish a world class research program that is innovative, original, and of high quality; and a solid track record of obtaining research funding (e.g., SSHRC, NSERC, CIHR). The successful candidate is expected to demonstrate leadership at McMaster University in his or her field of research; establish a vigorous, externally funded research program; teach at the graduate level and add significant value to the doctoral program. Candidates and nominations should have a research program within at least one of the following broad strategic research areas: Organizational Behaviour, Human Resources, Management, Environment and Health. For information on the CRC program can be viewed at <http://www.chairs.gc.ca>. A summary of McMaster University's Strategic Research Plan can be found at <http://www.chairs.gc.ca/english/research/strategy/strategy/McMaster.pdf> (McMaster is a member of the link). The Michael G. DeGroote School of Business at McMaster University is home to about 1500 undergraduate students and about 500 MBA students. The Human Resources and Management Area houses one of the two PhD programs in the School of Business, with an enrolment of about ten doctoral students. The Area is seeking to expand the PhD program and it is expected that the successful candidate will contribute substantially to this initiative. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

■ **THE UNIVERSITY OF WINDSOR** invites applications for faculty positions in the Odette School of Business in the areas of Marketing, Management Science, Business Strategy, Management and Labour Studies, and Accounting commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073. Email: [joshi@uwindsor.ca](mailto:joshi@uwindsor.ca). For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orsich, Director, Faculty Recruitment at 877-668-6608 (toll free) or [recru@uwindsor.ca](mailto:recru@uwindsor.ca).

■ **WILFRID LAURIER UNIVERSITY** – The Canadian Studies and Global Studies Programs at Wilfrid Laurier University invite applications for a joint Limited Term appointment, at the Assistant Professor level, in Canadian Studies and in Global Studies, effective July 1, 2003, subject to budgetary approval. The successful candidate will be responsible for teaching and administering tasks both in Canadian Studies and in Global Studies. Candidates must have a completed PhD and be committed to working in an interdisciplinary context. They will bring a Canadian perspective to global studies, and a global perspective to Canadian studies, demonstrating a strong potential for scholarship and teaching within these fields. The successful candidate will teach introductory and senior undergraduate courses in Canadian Studies and Global Studies. Applicants should submit a curriculum vitae, a cover letter outlining research interests, a short teaching dossier, a writing sample (approx. 20 pages) and arrange for three letters of reference to be sent to: Dr. Christl Vardany, Director, Canadian Studies Program, Wilfrid Laurier University, Waterloo, ON N2L 3C5 by March 1, 2003. All qualified candidates are encouraged to apply; however, Canadian Citizens & Permanent Residents of Canada will be considered first for the position. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities, and aboriginal people.

■ **CARLETON UNIVERSITY** – The School of Canadian Studies and the Department of Sociology and Anthropology, Carleton University, invite applications for a tenure track joint appointment (60% in Canadian Studies, 40% in Sociology and Anthropology) at the Assistant Professor level in the field of Aboriginal Studies, to begin July 1, 2003, subject to budgetary approval. We are looking for candidates with teaching and research interests in the areas of First Nations spirituality, governance, health, education, cultural survival, and economic development. Fluency in or knowledge of a Native language is an asset. Applicants must have a completed PhD and a commitment to effective teaching and scholarly research. All qualified candidates are encouraged to apply. Applicants should send their curriculum

## Dean of Education Simon Fraser University



Simon Fraser University invites applications and nominations for the position of Dean of Education for a term of five years, renewable once, beginning September 1, 2003.

The Faculty of Education is a non-departmental unit with undergraduate, graduate, teacher education, in-service/field programs and international programs. The Faculty has 47 full-time faculty members,

56 short-term faculty members, 63 support staff members, 1,570 FTE undergraduate students, and 560 FTE graduate students. The Faculty of Education is widely recognized for its commitment to outstanding and innovative education programs, and to excellence in research.

The Dean should be an experienced and dynamic leader, respected in the academic and professional fields of education, with recognized personal integrity, a strong administrative background, community building expertise, and the ability to articulate a compelling, collective vision. The Dean will be expected to guide the Faculty in fulfilling its commitment to teaching, research, and service to educational communities, and to make a significant contribution to the governance of the University.

A demonstrated record of scholarly accomplishment consistent with an SFU appointment at the rank of professor is strongly preferred.

Simon Fraser University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons and persons with disabilities. All qualified candidates are encouraged to apply, although Canadians and permanent residents will be given priority.

Applications and nominations, accompanied by curriculum vitae and the names of three referees, should be sent to the address below.

The Search Committee will begin its consideration of candidates at the beginning of February, 2003.

Dr. John H. Waterhouse  
Vice-President, Academic  
Simon Fraser University  
8888 University Drive  
Burnaby, BC V5A 1S6

Fax: 604-291-5876

## Janet Wright & Associates Inc.



UNIVERSITY OF  
ALBERTA  
EDMONTON, ALBERTA, CANADA



Capital  
Health

## Professor and Chair, Department of Ophthalmology

The Faculty of Medicine and Dentistry, University of Alberta, invites applications for a full-time academic tenure position as Professor and Chair of the Department of Ophthalmology. The successful candidate will also assume the role of Clinical Chief, Regional Ophthalmology Program, Capital Health Authority (Edmonton). The position requires a candidate who is a solid clinician, who is possessed of excellent administrative skills who will lead this department in the further development of excellence in education and research. Preference will be given to individuals eligible for clinical licensure in the Province of Alberta. The Chair will be responsible for a Department of up to seven full-time and over 20 part-time faculty. The successful candidate, together with the Office of the Dean, will be responsible for the undergraduate (~130 students/year) and postgraduate training programs and for the further development of the graduate research program. The clinical program is sited at the Royal Alexandra Hospital, where a major capital re-development program which will house the Alberta Eye Institute is under way. The opportunities in research are enhanced by the support of the Alberta Heritage Foundation for Medical Research, the newly established Alberta Heritage Foundation for Science and Engineering Research (Ingenuity Fund), and the National Institute of Nanotechnology. The department has a strong research program in ocular genetics.

The Faculty of Medicine and Dentistry and the Capital Health Authority represent one of Canada's leading Academic Health Sciences Centres in one of the largest integrated health delivery regions. With annual budgets of \$200 million and \$1.6 billion dollars respectively, the two organizations are recognized nationally and internationally for their combined leadership in research, education, and clinical service.

Details about the University of Alberta, Faculty, CHA, and Edmonton can be found on the Faculty's Home Page at [www.med.ualberta.ca](http://www.med.ualberta.ca)

Interested candidates should submit a two-page document and an up-to-date curriculum vitae outlining their current clinical and research interests, their leadership experience and their thoughts on how to meet the challenges of academic leadership in an integrated health region. The names and addresses of three referees should be listed. Interested individuals are asked to submit their material by February 28, 2003 to:

Dr. D. Lorne J. Tyrrell, Dean  
Faculty of Medicine and Dentistry  
University of Alberta  
212 WC Mackenzie Health Sciences Centre  
8440 - 112 Street  
Edmonton, Alberta, Canada T6G 2R7

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



## Simon Fraser University Assistant Professors School of Computing Science

The School of Computing Science at Simon Fraser University in Greater Vancouver invites applications for several tenure-track positions at the Assistant Professor level. Outstanding candidates at more senior levels will be considered as well. A PhD in Computing Science or equivalent is required, with a strong commitment to excellence in research and teaching. Candidates at the more senior levels should have a strong record of publication, research funding, and student supervision and instruction. Preference will be given to candidates in systems-oriented areas, human computer interaction or interdisciplinary areas such as bioinformatics. However, the overall innovation and promise of the candidate's work will be considered as important as any specific area.

Simon Fraser University is consistently one of the top-ranked, publicly-funded universities in Canada. The School of Computing Science currently has over 150 PhD and M.Sc. students, 700 undergraduate majors, and 40 faculty members. The School is at the outset of a phase of strong growth. As part of the "Doubling the Opportunities" program of the government, both the number of faculty and students shall be significantly increased within the next four years. The School of Computing Science highly encourages interdisciplinary research building upon the strengths of Simon Fraser University.

Simon Fraser University is situated on Burnaby Mountain in Greater Vancouver. Vancouver thrives as a scenic waterfront city located just minutes away from the mountains and a wide range of outdoor activities. It has the mildest climate in Canada. Vancouver's cultural and intellectual pursuits, leisure opportunities, favorable climate, and clean and safe environment are consistently cited as quality of life factors that make it one of the most desirable places in the world to live and work.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applications will be accepted until the positions are filled. For updated information see [www.cs.sfu.ca](http://www.cs.sfu.ca).

To apply, send a curriculum vitae, evidence of research productivity, and the names, addresses and phone numbers of three referees to: Faculty Search, School of Computing Science, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6; Email: [faculty-search@cs.sfu.ca](mailto:faculty-search@cs.sfu.ca).

## CAREERS CARRIÈRES

vitate, copies of representative publications, and a summary of research objectives and teaching experience to François Rocher, Director, School of Canadian Studies, Carleton University, 1125 Colonel By Drive, Ottawa, ON K1S 5B6. At the same time, candidates should arrange to have three referees send supporting letters to the same address. The deadline for receipt of applications is February 14, 2003. All qualified candidates are encouraged to apply. The applications of Canadian and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply.

## CERAMICS

■ **THE ALBERTA COLLEGE OF ART AND DESIGN** — Visiting Artist — Ceramics Founded in 1926, the Alberta College of Art & Design (ACAD) is one of only four independent, degree-granting institutions in Canada dedicated exclusively to professional visual art and design education. Situated in Calgary, Alberta, ACAD currently invites applications for the following position commencing in September 2003: Visiting Artist Ceramics (10-month contract for the 2003/2004 academic year). This position will complement instructional resources with a total contract load of five (5) hour long studio courses over the course of the contract (two semesters). Applicants will be expected to deliver instruction at all levels of the undergraduate degree (BFA) in Ceramics. The successful candidate will have an M.F.A. or equivalent educational and/or professional experience, an extensive teaching and professional record as a ceramist, excellent technical skills and a wide knowledge of all aspects of the discipline, particularly with regard to the international Ceramics profession. Experience in teaching first year level drawing would be an asset. Applicants with a studio practice and teaching experience in the area of sculptural and experimental Ceramics are sought. Access to equipment and facilities and personal studio within the program area are available. Application: Applicants should submit the following in support of their application: A letter of application (The names and contact details of referees, A current curriculum vitae (Twenty slides of recent studio work; a statement outlining teaching philosophy and experience; and a statement of interest in the position). Applications for either position should be sent to the attention of: Diana Hardman, Human Resources Alberta College of Art & Design 1407 14th Avenue NW, Calgary, Alberta, Canada T2N 4R3, Fax (403) 283-6682, e-mail: diana.hardman@acad.ab.ca. Applications will be accepted until April 4, 2003. The appointment will commence September 1st 2003. For more information on the College, please visit our website at <http://www.acad.ab.ca>. In accordance with Canadian Immigration requirements, this advertisement is addressed in first instance to Canadian citizens and permanent residents. The Alberta College of Art & Design is an equal opportunity employer.

## CHEMICAL EDUCATION

■ **THE UNIVERSITY OF GUELPH** — The Department of Chemistry and Biochemistry invites applications for a full-time tenure track Assistant Professor position in the area of chemical education. Applicants must have a PhD in chemistry, demonstrated excellence in teaching, and good interpersonal skills. Preference will be given to candidates who have experience teaching large first year general chemistry classes, experience in web-based teaching and/or innovative development in laboratory courses at all levels. Successful candidates will be expected to develop an active, externally funded research program in some aspect of chemical education related to teaching and learning, testing, or the improvement of science education. Counseling experience will be considered an asset. Sent by March 15, 2003, letter of application, curriculum vitae, statement of teaching interests and philosophy, and statement of research interests to Dr. Robert J. Balaban, Chair, Department of Chemistry and Biochemistry, University of Guelph, Guelph, Ontario N1G 2W1, Canada. Also have three letters of reference sent to the same address. For more information, visit the departmental website: <http://www.chembio.uoguelph.ca> or direct specific inquiries to balaban@chembio.uoguelph.ca. Fax: 519-766-1439. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified individuals who are women, visible minorities, members of visible minorities, and women.

## CHEMISTRY &amp; BIOCHEMISTRY

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Science, has one limited-term appointment available in general chemistry. Please see our full-page display on this issue.

## COMMERCE &amp; ADMINISTRATION

■ **CONCORDIA UNIVERSITY** — The John Molson School of Business is seeking (subject to budgetary approval) qualified applicants for a limited-term or visiting position (starting August 15, 2003). Positions may be available in the following areas: Accounting, Decision Sciences (Statistics, Production/Operation Management) and Management Information Systems, Finance, Management, Entrepreneurship, OR/OR, Contemporary Business Thinking, Business Law and Marketing. Appointments will be made up to the rank of Professor for visiting positions, depending upon qualifications and experience, and at the rank of Lecturer for limited-term positions. Qualifications should be as follows: Applications for visiting appointments require PhD and strong research experience and professional designation where appropriate. Applicants for limited-term appointment to Assistant should hold a professional accounting designation and/or a graduate level

degree (Master's or PhD). Applicants for Assistant Lecturer should have a law designation and/or a graduate level degree (Master's or PhD). Applicants for all other limited-term appointments should have a graduate degree (Master's or PhD). For visiting appointments, preference will be given to candidates who have a strong orientation to academic research and provide evidence of excellent teaching. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc and/or PhD levels. Salaries are competitive and will be commensurate with qualifications and experience. Applicants for visiting positions will be expected to teach and be active in research. Applicants for limited-term appointments will be expected to teach up to three courses per term. Send applications, including a curriculum vitae, a statement of teaching and research interests (as appropriate) and three letters of reference to the Chair of the appropriate department: Dr. D. Bellier-Rivest (Assoc.), Dr. D. Kira (DS&MIS), or L. Switzer (Fina), Dr. K. Argyrakis (MBA), Dr. K. Bujdak (MBA) Concordia University, John Molson School of Business, 1455 de Maisonneuve Blvd., Montreal, Quebec H3G 1M8, Canada. Positions are available until April. Applications should be sent as soon as possible but no later than May 15, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities.

## COMMUNICATION SCIENCE &amp; DISORDERS

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Faculty of Health Sciences invites applications for a limited term position (up to 5 years) as a Clinical Lecturer/Supervisor in Speech-Language Pathology, in the School of Communication Sciences and Disorders. Successful candidate will have expertise in the assessment and remediation of adult communication disorders with particular emphasis on neurogenic speech and language impairments, and will have a commitment to the implementation of principles of evidence-based practice. Responsibilities include development of innovative service delivery programs, supervision of graduate students engaged in the assessment and treatment of adults with neurogenic communication disorders, administrative duties associated with clinical, preclinical and service within the School and Faculty. Candidate must hold a Masters degree in Communication Sciences and Disorders and 2) hold or be eligible for registration in the College of Audiologists and Speech Language Pathologists of Ontario. Strong interpersonal and organizational skills and current knowledge of professional practice issues and standards are essential. The School of Communication Sciences and Disorders offers Master's level degrees in Speech-Language Pathology, Audiology and participates in the doctoral program in Rehabilitation Sciences. The School main-

tains the full-service H.A. Leeper Speech and Hearing Clinic. The effective date of the appointment is July 1, 2003. Interested applicants should send a letter of application outlining relevant experience and interests together with a curriculum vitae and the names, addresses and contact number of three referees to: Dr. Angelo Belcastro, Dean, Faculty of Health Sciences, Room N125, Health Sciences Addition, The University of Western Ontario, London, Ontario N6A 5C1, <http://www.uwo.ca/fhs/>. The deadline for receipt of applications is February 14, 2003. Please quote number HS 018 on all correspondence. The position is subject to final budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

## COMMUNICATION STUDIES

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Science, has up to three limited-term appointments available in its Department of Communication Studies. Please see our full-page display on this issue. ■ **THE UNIVERSITY OF WINDSOR** invites applications for faculty positions in the Department of Communication Studies in the areas of Communication History or Communication Policy and Film/Video/New Media commencing July 1, 2003. Subject to budgetary approval. For detailed position descriptions visit our website at: <http://www.uwindsor.ca/faculty/positions>. Contact: Dr. Myles Ruggles, Head, Department of Communication Studies, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 2896, Fax: 519-971-3642; Email: [ruggles@uwindsor.ca](mailto:ruggles@uwindsor.ca). For information on the University of Windsor or the City of Windsor, contact Dr. Janice Driskill, Director, Faculty Recruitment at 877-665-6608 (toll free) or [recruitment@uwindsor.ca](mailto:recruitment@uwindsor.ca).

## COMPUTER SCIENCE

■ **BROCK UNIVERSITY** — The Department of Computer Science ([www.cosc.brocku.ca](http://www.cosc.brocku.ca)) invites applications for a probationary tenure-track position, at the Assistant/Associate Professor level, to commence as soon as possible, subject to final budgetary approval. Even though we are primarily looking to supplement our current strengths in the areas of Artificial Intelligence, Algorithms, and Computer Science Pedagogy, qualified candidates in all areas of Computer Science are encouraged to apply. The Department offers undergraduate degrees in Computer Science as well as Computing and Business, and is actively working on a proposal to establish a graduate programme. The faculty in the Department of Computer Science considers an active research culture to be a high priority. Applicants should have a PhD in computer science and a proven track record of high quality research. Experience in the supervision of undergraduate or graduate students would be highly desirable. In addition to continuing research, they are expected to assume a normal range of teaching and administrative duties in the Department. Applicants should include a curriculum vitae and a statement detailing your research plans, equipment needs and teaching interests. Please also include the names and addresses (including e-mail) of three referees whom we can contact. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Brock University is an equal opportunity employer and is strongly committed to a positive action policy, including a reducing gender imbalance in its faculty. Qualified women candidates are especially encouraged to apply. Applications will be accepted until the position is filled. For further information and applications, please contact Ivo Duntsch, Department Chair ([duentsch@cosc.brocku.ca](mailto:duentsch@cosc.brocku.ca)).

■ **THE UNIVERSITY OF MANITOBA** — Applicants are invited for at least 4 full-time tenure-track positions in the Department of Computer Science at the University of Manitoba, at the Assistant Professor level, commencing July 1, 2003, or as soon as possible thereafter. Some of these positions are part of the Computer Science Development Plan that has been approved and funded by the Manitoba Provincial Government. Minimum qualifications are a PhD in Computer Science or equivalent, complete or completed at least one year of postgraduate study at the time of appointment, and evidence of strong research and teaching potential in Computer Science. A Faculty of Science startup research grant will be awarded to all newly appointed faculty members. We are primarily seeking expertise in the areas of Databases and/or Software Engineering. We will also consider candidates in the areas of programming languages and compilation, human-computer interaction, operating systems, networks, data security and cryptography, bioinformatics, and multimedia, as well as outstanding candidates in other areas of Computer Science. Duties will include undergraduate and graduate teaching and supervision, research, and service-related activities. The Department currently has 22 full-time tenure-track faculty members and 6 full-time instructors, and offers a full range of both undergraduate and graduate programmes, including cooperative programmes. We currently have over 50 graduate students and over 400 undergraduate students. There are a total of approximately 25,000 students at the University of Manitoba. The Department was founded in 1970 and is currently expanding. The Computer Science Development Plan, funded by the Provincial Government of Manitoba, has provided \$3.6 million of special funding for the department. In addition, a new \$50M Engineering and Information Technology Campus is nearing the completion of the design phase, and it will house all of the teaching and research activities of the department. Winnipeg ([www.city.winnipeg.mb.ca](http://www.city.winnipeg.mb.ca)) has a great deal to offer, both culturally

## OKANAGAN UNIVERSITY COLLEGE

## Tenure-track Assistant Professor Positions

Your professional future may lie with one of Canada's most dynamic university colleges, located in B.C.'s Okanagan region.

OUC is currently seeking assistant professors for tenure track positions in a variety of disciplines. Applicants will aspire to be exceptional teachers and accomplished scholars and researchers, and will want to pursue their academic careers within a primarily undergraduate environment. Applicants will also be interested in helping OUC implement its new mandate to offer applied master's degrees.

In those areas where a Ph.D. is required, applicants are encouraged from recent doctoral graduates and, where appropriate, appointments at the Lecturer rank will be considered for candidates close to completion of their doctoral thesis. In those areas where work experience is required, candidates with master's degrees will be considered for appointment at the rank of Assistant Professor.

With two campuses in Kelowna, and with regional campuses in Penticton, Vernon and Salmon Arm, OUC serves the educational needs of more than 350,000 people in the Okanagan region and attracts students from across Canada and around the world. We enroll about 7,000 students annually in degree and non-degree programs, and have earned a reputation for programming excellence and a vibrant and growing research profile.

OUC expects tenure track position openings in the following disciplines, subject to final budgetary approval:

## • FACULTY OF ARTS

**Anthropology (2 positions)** — Ph.D. or equivalent in Indigenous Studies (1 position); Ph.D. or equivalent in Cultural Anthropology (1 position).

**English (3 positions)** — Ph.D. or equivalent in English Literature, specializing in Shakespeare (1 position); Ph.D. or terminal degree in professional communications (2 positions).

**Fine Arts (1 position)** — M.F.A. or equivalent in Sculpture.

**History (1 position)** — Ph.D. or equivalent in Canadian History.

**Modern Languages (2 positions)** — Ph.D. or equivalent in French.

**Psychology (2 positions)** — Ph.D. or equivalent in Psychology, one position specializing in Clinical Psychology.

## • FACULTY OF BUSINESS ADMINISTRATION

**Business Administration (2 positions)** — Ph.D. or equivalent preferred, or Master's degree in Business Administration, with relevant work experience and professional designation.

**Business Administration/Computer Science (1 position)** — Ph.D. or equivalent preferred, or Master's degree in Business Administration, with relevant work experience and professional designation in business computer applications and computer information systems.

## • FACULTY OF HEALTH AND SOCIAL DEVELOPMENT

**Nursing (5 positions)** — Ph.D. or equivalent in Nursing preferred (experienced candidates with Master's degree will be considered), and current professional Nursing registration.

## • FACULTY OF EDUCATION

**Secondary Education (1 position)** — Ph.D. or equivalent in Education, specializing in Technology and Trades.

## • FACULTY OF ENGINEERING TECHNOLOGIES

**Civil Engineering Technology (1 position)** — Ph.D. or equivalent preferred, or Master's degree in Civil Engineering, with appropriate industrial work experience.

## • FACULTY OF SCIENCE

**Biology (1 position)** — Ph.D. or equivalent in Biology. Knowledge of molecular techniques would be an asset.

**Computer Science (3 positions)** — Ph.D. or equivalent in Computer Science. Relevant work experience will be considered.

For details on each position, including application instructions, visit the OUC website (link to Employment) at [www.ouc.bc.ca](http://www.ouc.bc.ca).

OUC is committed to employment equity and encourages applications from qualified women and men, including visible minorities, aboriginal people and persons with disabilities. International applicants are encouraged to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and landed immigrants (permanent residents) of Canada.

[www.ouc.bc.ca](http://www.ouc.bc.ca)



Okanagan University College



## McGill

### Tenure-Track Positions Faculty of Music

McGill's Faculty of Music is an institution of international quality where the art of music making and the science of music research work in ensemble for the advancement of learning through musical experience. Building on a strong base of studio and classroom teaching, the Faculty is renowned for its orchestral and operatic training programs, for its jazz, early music, and contemporary music activities, and for its award-winning creative and research work in composition, theory, music education, musicology, and music technology. The Faculty is also headquarters for CIRMMT, the Centre for Interdisciplinary Research in Music Media and Technology, an inter-faculty, inter-university, international consortium of researchers, musicists, and industrial partners in sound recording, electrical and computer engineering, acoustics, psychology, neuroscience, physiology, and music technology. The Faculty invites applications for tenure-track positions at the assistant or associate professor rank in the following areas.

## Department of Theory

**Composition:** significant national and international profile as a composer and ongoing commitment to teaching in a university environment

**Musicology:** productive scholar and dynamic teacher/supervisor with specialization in early music (pre-1750) or recent repertoires (post-1945, art music and/or popular music); ability to teach performance practice in an asset.

**Sound Recording/Music Technology:** emerging scholar to supervise graduate-level research at leading edge of scientific development in sound recording and related technologies (CIRMMT).

**Sound Recording/Music Technology:** senior professional to train highly qualified personnel for sound recording industry (CIRMMT).

Applicants should submit curriculum vitae and statement of research/professional and teaching interests, and arrange to have three letters of reference sent to the appropriate departmental chair. **Prof. Gordon Foote, Chair, Department of Performance:** (514) 398-4542, [gordon.foote@mcgill.ca](mailto:gordon.foote@mcgill.ca). **Prof. Brian Chazan, Chair, Department of Theory:** (514) 398-4540, [brian.chazan@mcgill.ca](mailto:brian.chazan@mcgill.ca), fax (514) 398-1540, address for both: McGill University, Faculty of Music, 555 Sherbrooke Street West, Montreal, QC, H3A 1E3. Review of applications will begin immediately with interviews scheduled in January 2003 for appointments August 2003. Positions are subject to final budgetary approval. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

[www.mcgill.ca/music](http://www.mcgill.ca/music)

## Department of Performance

**Voice:** significant international performance profile and extensive teaching experience.

**Voice:** proven record of studio teaching at university/professional level based on substantial experience in opera and concert performance.

**Opera Coaching:** established professional with broad experience coaching singers and ability to train and coordinate coaching staff in productions and graduate programs.

## CAREERS CARRIÈRES

FACULTÉ DES SCIENCES ET DE GÉNIE  
DOYENNE OU DOYEN

L'Université Laval sollicite des candidatures pour combler la vacance du poste de doyenne ou de doyen de la Faculté des sciences et de génie et invite toute personne ou organisme à formuler des suggestions sur le profil de la personne recherchée.

Le mandat d'une durée de quatre ans peut, après évaluation et consultation, être renouvelé une fois.

## &gt; EXIGENCES

## Conditions minimales

- Candidature de l'intérieur :
- être professeure ou professeur agié(e) ou titulaire.

## Candidature de l'extérieur :

- être titulaire d'un doctorat dans une discipline des sciences ou du génie depuis au moins cinq ans ;
- OU
- être titulaire d'une maîtrise dans une discipline des sciences ou du génie et posséder une expérience remarquable dans l'un de ces deux secteurs

Les personnes intéressées à connaître les conditions particulières relatives à ce poste sont priées de consulter le site Web de l'Université Laval à l'adresse suivante : <http://www.ulaval.ca/la/officiels.html> ou celui de la Faculté des sciences et de génie de l'Université Laval à l'adresse suivante : <http://www.fsg.ulaval.ca>

Le Conseil d'administration doit procéder à la nomination de la doyenne ou du doyen de la Faculté au plus tard à la séance du 19 mars 2003, et la date d'entrée en fonction est fixée au 20 mars 2003.

Les candidatures et les propositions de candidature, accompagnées d'un curriculum vitae et d'un plan d'action, et toute autre suggestion doivent être soumises par écrit et parvenir, au plus tard le 3 février 2003, à 16 h, au bureau du président du Comité :

Monsieur Michel Pigeon  
Recteur  
Pavillon des sciences de l'éducation  
Université Laval  
Québec (Québec) G1K 7P4

L'Université Laval applique un programme d'accessibilité à l'égalité.



UNIVERSITÉ  
LAVAL

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[www.ulaval.ca](http://www.ulaval.ca)

and recreationally, with a number of professional and ethnic arts groups, professional sports teams, outstanding restaurants, and many opportunities nearby for all types of outdoor activities in all seasons. The Winnipeg housing market is one of the most favourable in Canada. The home buyer. This is an excellent opportunity for individuals with outstanding research potential and a commitment to excellence in teaching to get on the ground floor of an exciting, expanding department. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Further information concerning the Department and the University may be obtained from the Department's website ([www.cs.umanitoba.ca](http://www.cs.umanitoba.ca)). Applicants should send a curriculum vitae and the names of three referees to the address below. Qualified women are particularly encouraged to apply. Consideration for the positions will commence immediately and will continue until June 30, 2003, or until the positions are filled. Chair of Search Committee, Department of Computer Science, University of Manitoba, Winnipeg, Manitoba R3T 2N2, Canada. Email: [search@cs.umanitoba.ca](mailto:search@cs.umanitoba.ca). Telephone: (204) 474-8333. Fax: (204) 474-7609. Website: [www.cs.umanitoba.ca](http://www.cs.umanitoba.ca).

■ THE UNIVERSITY OF ALBERTA — 3 Positions. Do you have a commitment to push the frontiers of computing research in one of the most supportive environments in Canada? We are seeking outstanding candidates who are driven by curiosity and interested in collaborative research for the following Research Chair position ([www.chairs.gc.ca](http://www.chairs.gc.ca)) in software engineering and/or software systems. Candidates should have demonstrated ability to provide research leadership in some of the following areas: software architecture, software reuse, re-engineering, software system development, parallel and distributed computation, and complex design and optimization. The CRC award is for a five-year period, renewable for another five-year period. Tier 1 Canada Research Chair position ([www.chairs.gc.ca](http://www.chairs.gc.ca)) associated with the Alberta Ingenuity Centre for Machine Learning ([www.acml.ca](http://www.acml.ca)) targeted at exceptional individuals who have demonstrated research accomplishments in areas that combine machine learning and bioinformatics, possibly molecular biological modeling, and related areas in nanoscience and nanotechnology. The CRC award is for a seven-year period, and is renewable. Core Chair position (e.g., [www.core.ca](http://www.core.ca)) targeted at exceptional individuals who have demonstrated research accomplishments in Machine Learning. The Core award is for a minimum of five years. About Us: Join us in a dynamic Computing Science department, known for its collegial atmosphere and collaborative research environment. Our department is in the Faculty of Science at the University of Alberta, in Edmonton, the capital of Alberta. We have established research laboratories, including Advanced Mark-Machine Interfaces, Algorithms, Biomimetics, Artificial Intelligence, Computer Vision and Multimedia Com-

munications, Database Management, Graphics, Networks and Communications, Robotics, Software Engineering, and Software Systems. We have abundant computing facilities, and our department leads broadly-based multidisciplinary research within the Multimedia and Advanced Computational Infrastructure ([www.maci.ca](http://www.maci.ca)) project. We have standard, state of the art, computational research facilities, as well as extensive computational infrastructure for high performance parallel computing and computer graphics. In 2001 we moved into a new research laboratory building, a modernized and renovated historical building. This combined space provides us with consolidated office and research space in the middle of our campus of more than 30,000 students. Computing Science research is well-funded in Alberta. Several provincial programs provide research opportunities that are the envy of every one in the world, including our multi-university collaborations (e.g., [www.westgrid.ca](http://www.westgrid.ca), [www.maci.ca](http://www.maci.ca), [www.acml.ca](http://www.acml.ca), [www.alberta.ca/asset\\_research\\_chair\\_programs](http://www.alberta.ca/asset_research_chair_programs) (e.g., [www.alberta.ca/asset\\_research\\_chair\\_programs](http://www.alberta.ca/asset_research_chair_programs)), and the Alberta Ingenuity Fund ([www.alberta.ca/infund](http://www.alberta.ca/infund))). This fund established The Alberta Ingenuity Centre for Machine Learning ([www.acml.ca](http://www.acml.ca)) in 2002.

Our current complement of 17 regular faculty work within a department of about 32 support staff. There are over 200 graduate students and over 500 undergraduate students in our Computing Science degree programs. We also offer joint degrees with Engineering, Business, and other Science departments. Our performance in ACM World Programming Contest is evidence of our claim to be one of the best undergraduate programs in the country, and our graduate students are successful in industrial and academic research labs around the world. Our department is a full-service environment in a province that has the latest economic growth in the country, and we enjoy strong collaborative ties with local industry. Competition will reward those with suitable candidates are found. Find further details about us at [www.cs.alberta.ca](http://www.cs.alberta.ca). To apply send your curriculum vitae and the names and addresses of three referees to: Mrs. E. L. Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada T6G 2E6. Or Email: [evitt@cs.alberta.ca](mailto:evitt@cs.alberta.ca). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal peoples.

■ THE UNIVERSITY OF GUELPH — The Department of Computing & Information Sciences at the University of Guelph is seeking applications for a tenure-track faculty appointment at a senior level, Associate or Full Professor in the area of its program in Distributed Computing and Communications Systems Technology. The department offers a stimulating environment for high quality teaching, graduate student supervision and research in applied Computing Science. Candidates with proven research ability clear teaching potential and a PhD in Computing Science are encouraged to apply. Applicants

with a background in Distributed Computing or Telecommunications will be given preference. Responsibilities include teaching at our Toronto campus (Humber) as well as managing the Joint Guelph/Humber Bachelor of Distributed Computing and Communications Systems Technology Programme. The duties will include teaching three courses per year, (core computing science course and/or graduate student teaching). Appointment will commence May 2003 or as soon as can be arranged. Salary will be commensurate with qualifications and experience. Letters of application, curriculum vitae, and three reference contact names should be forwarded to: Dr. W. Dobosiewicz, Chair, Department of Computing & Information Sciences, University of Guelph, Guelph, Ontario, N1G 2W1. Deadline: March 31, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. All appointments are subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ THE UNIVERSITY OF GUELPH — The Department of Computing & Information Sciences at the University of Guelph is seeking applications for a tenure-track appointment at the Assistant Professor level in support of its programs in Computing Sciences. Hiring at a higher level may be possible with the appropriate experience and qualifications. The department offers a stimulating environment for high quality teaching, graduate student supervision and research in Computing Science. Candidates with proven research abilities, clear teaching potential and a PhD in Computing Science are encouraged to apply. Teaching duties on the main campus will include teaching three courses per year, (core computing science course and/or graduate student teaching). Appointments will commence May 1, 2003 or as soon as can be arranged. Salary will be commensurate with qualifications and experience. Letters of application, curriculum vitae, and three reference contact names should be forwarded to: Dr. W. Dobosiewicz, Chair, Department of Computing & Information Sciences, University of Guelph, Guelph, Ontario, N1G 2W1. Deadline: March 31, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. All appointments are subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ THE UNIVERSITY OF WATERLOO — The School of Computing Science is seeking applications for several two year definite term appointments at the rank of Lecturer. A candidate must possess a graduate degree in Computer Science, Computer Engineering or equivalent, and demonstrate an aptitude for teaching broadly in Computer Science. The preferred starting dates for this appointment are January 1, 2003 or May 1, 2003.

## Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, population health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With 12,000 students, over 1,100 faculty and staff, and an operating budget of nearly \$100 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to employment equity and is a partner in the Aboriginal Employment Development Program. Deadlines and qualifications vary; please see websites.

## Faculty of Administration

**TENURE TRACK POSITIONS** to commence July 1, 2003. Ph.D. or D.B.A. is required (or near completion). Candidates should have a research program in place and demonstrate a potential for excellence in scholarly research and teaching. Teaching responsibilities will include both undergraduate and graduate courses. The Faculty offers the Master of Business Administration, Master of Public Administration, and Master of Human Resource Management, in addition to a four-year Bachelor of Administration.

Full-Time, tenure track positions at the rank of Assistant Professor (Associate Professor level considered) are available in the following areas:

- Accounting (two positions)
- Marketing (up to two positions)
- Finance (one position)
- Management Information Systems/Technology Management (one position)

Visit [www.uregina.ca/adm/recruitment.html](http://www.uregina.ca/adm/recruitment.html) or for more details on the institution visit [www.uregina.ca](http://www.uregina.ca)

Submit Application and Curriculum Vitae to:  
Garnet Garven, Dean  
Faculty of Administration  
University of Regina  
Regina SK Canada S4S 0A2

## Faculty of Arts

**TENURE TRACK POSITIONS** to commence July 1, 2003 at the rank of Assistant Professor in the following areas. Preference will be given to candidates who have an appropriate terminal degree or professional equivalent.

Submit Applications to:  
Dr. R. Fisher, Dean  
Faculty of Arts  
University of Regina  
Regina SK Canada S4S 0A2  
Fax: (306) 585-5368

**Department of Economics.** All fields will be considered, but expertise in public policy, especially in the area of public finance, will be an asset. Visit [www.econ.uregina.ca](http://www.econ.uregina.ca) for more details.

**Department of Geography.** Position in Economic Geography and Regional Economic Development. Visit [www.uregina.ca/hr/RECRUITMENT/Faculty.html](http://www.uregina.ca/hr/RECRUITMENT/Faculty.html) for more details.

**School of Human Justice.** Position in international justice, human rights, and social development. Visit [www.uregina.ca/art/humanjustice](http://www.uregina.ca/art/humanjustice) for more details.

**Department of Political Science.** Candidates to teach courses in Comparative Politics and/or International Politics. Visit [www.uregina.ca/hr/RECRUITMENT/Faculty.html](http://www.uregina.ca/hr/RECRUITMENT/Faculty.html) for more details. Email: [Howard.Leeson@uregina.ca](mailto:Howard.Leeson@uregina.ca)

**Department of Psychology.** Position in clinical psychology. Visit [www.uregina.ca/hr/RECRUITMENT/Faculty.html](http://www.uregina.ca/hr/RECRUITMENT/Faculty.html) for more details.

In addition the Faculty of Arts also invites applications for **ONE YEAR TERM POSITIONS** at the rank of Assistant Professor to commence July 1, 2003 in the following areas:

**Department of Economics.** Applicants from all fields will be considered, but teaching and research interests in environmental or natural resource economics will be advantageous. Candidates should have a Ph.D. or be near completion. Visit [www.econ.uregina.ca](http://www.econ.uregina.ca) for more details. Applications will be accepted until a suitable candidate is found.

**Spanish.** Candidates will have teaching responsibilities for Spanish-language courses at all levels as well as courses in literature and culture. Visit [www.uregina.ca/hr/RECRUITMENT/Faculty.html](http://www.uregina.ca/hr/RECRUITMENT/Faculty.html) for more details.

## Faculty of Fine Arts

**TENURE TRACK POSITIONS** to commence July 1, 2003 at the rank of Assistant or Associate Professor in the area of film and video and digital production. Preference will be given to candidates who have an appropriate terminal degree or professional equivalent.

## Submit Applications to:

Kathryn Laurin, Dean  
Faculty of Fine Arts  
University of Regina  
Regina SK Canada S4S 0A2

**Department of Media Production and Studies.** Should hold a Masters degree in media production and/or have a substantial portfolio of critically reviewed work. Teaching experience and a background in new media practices and/or dramatic narrative would be an asset. Visit [www.uregina.ca/hr/RECRUITMENT/Faculty.html](http://www.uregina.ca/hr/RECRUITMENT/Faculty.html) for more details.

**Department of Music in Applied Piano.** Applicants will have earned a DMA in piano performance or its equivalent. Visit [www.uregina.ca/hr/RECRUITMENT/Faculty.html](http://www.uregina.ca/hr/RECRUITMENT/Faculty.html) for more details.

## Faculty of Science

**TENURE TRACK POSITIONS** to commence July 1, 2003 at the rank of Assistant or Associate Professor in the following area. Preference will be given to candidates who have an appropriate terminal degree or professional equivalent.

**Department of Computer Science.** Seeking candidates with research and/or industrial experience in Software Engineering, Multimedia, Graphics, and Computer Animation. However qualified candidates with experience in Databases and Information Retrieval, Intelligent Systems and Data Mining, Health Informatics, Programming Languages, Operating Systems, and other areas will also be considered. Visit [www.cs.uregina.ca/d2003.html](http://www.cs.uregina.ca/d2003.html) for more details.



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Visit [www.uregina.ca/hr/RECRUITMENT/Faculty.html](http://www.uregina.ca/hr/RECRUITMENT/Faculty.html)

# CAREERS CARRIÈRES

Applications will be considered until the positions are filled. These positions will normally have a teaching load of six one-term courses per year and some administrative and scholarly duties as determined by the Director of the School. Waterloo pioneered the cooperative education system in Canada, and now has the largest co-operative education program in North America. The School of Computer Science is well known for its highly qualified undergraduate programs. Interested candidates are invited to submit a detailed curriculum vitae, as well as the email addresses of three referees, who are able to comment on the applicant's teaching ability. Teaching dossiers or other evidence of strong teaching experience are also welcome. The application should be directed to: Frank Tompa, Director, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, c.s.charles@uwaterloo.ca. To expedite handling of applications, candidates should ask those named as referees to direct supporting letters to the same address. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women and members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** invites applications for several tenure-track faculty positions in the School of Computer Science, with priority for researchers in the areas of biomaterials, distributed systems, human computer interaction, and scientific computation. Exceptional candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive line of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the school. A PhD in Computer Science or equivalent is required, with evidence of excellent research and teaching. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2003-2004 calendar year. The University of Waterloo's School of Computer Science is one of the largest and most eclectic within Canada, and prides itself on being a leader in Computer Science education and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. Over twenty new faculty members have joined the School recently, resulting in over 60 full-time faculty. The School enjoys an excellent reputation in pure and applied research and is supported by 35 research laboratories. The University has an enlightened intellectual property policy by which the rights are vested in the inventor; in part, this policy has been responsible for many spin-off companies such as WATCOM (now Symantec Solutions), Waterloo Maple and Open Text Corp. Please see <http://www.uwaterloo.ca> for further information. Applicants should write to Chair, Advisory Committee on Appointments, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, c.s.charles@uwaterloo.ca and include a curriculum vitae, teaching and research statements, and the names and e-mail addresses of three referees. To expedite handling of applications, please ask these referees to send references to direct supporting letters to the same address. Applications will be considered as long as positions remain available. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women and members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

■ **THE UNIVERSITY OF LETHBRIDGE**—The Department of Mathematics and Computer Science is seeking an Assistant Professor, probationary (tenure-track) to begin 1 July 2003, subject to budgetary approval. A PhD or a master's degree in mathematics is required. The successful candidate will be expected to develop a continuing research program, to seek grant funding, and to teach at the undergraduate level. Opportunities exist for the supervision of graduate students. New faculty are eligible for funding in support of research and teaching activities. The department has undergone a major expansion. It runs a well-equipped unit, including undergraduate SUN workstation laboratories, and has access to PC and Mac labs. Through University membership in the Vesagid program, a Canada Foundation Innovation initiative covering Western Canada, researchers also have access to a diverse range of equipment from supercomputers to visualization equipment. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of approximately 7,000 students. Our focus on liberal education, selected professional programs, and research, co-op placements and involvement of students in faculty research provides the very best education available. The University of Lethbridge aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. For more information about the University please visit our web site at [www.uwaterloo.ca](http://www.uwaterloo.ca) or the department's home page at [www.csc.uwaterloo.ca](http://www.csc.uwaterloo.ca). The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. Applications, including a curriculum vitae, transcripts, publication reports or preprints, a statement of teaching philosophy and research interests, and names and contact information of at least three referees who are scholars in the field, should be sent to: Dr. W. H. Holzmann, Chair, Department of Mathematics and Computer Science, The University of Lethbridge, 4401 University

Drive, Lethbridge, Alberta, T1K 3M4, Telephone: (403) 329-2470, E-mail: [charles@uwaterloo.ca](mailto:charles@uwaterloo.ca). To expedite handling of applications, please ask those named as referees to direct supporting letters to the same address. Consideration for the position will commence on March 1, 2003, and will continue until the position is filled.

## CRIMINOLOGY

■ **THE UNIVERSITY OF WINDSOR** invites applications for faculty positions in the Department of Sociology and Anthropology in the area of Criminology commencing July 1, 2003. For detailed position descriptions visit our website at [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Tanya Basov, Interim Department Head, Sociology and Anthropology, University of Windsor, Windsor, ON N9B 3P4, Tel: 519-253-3000, Ext. 2190, Fax: 519-971-3521, E-mail: [basov@uwaterloo.ca](mailto:basov@uwaterloo.ca). For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-655-6608 (toll free) or [recru@uwaterloo.ca](mailto:recru@uwaterloo.ca).

## CYTOGENETICS

■ **THE UNIVERSITY OF ALBERTA**—Capital Health is inviting applications for a Cytogeneticist—Stetler Children's Hospital in Edmonton, Alberta, Canada. Capital Health is one of the largest, integrated, academic-based health regions in Canada. The Stetler Children's Hospital features a full service medical genetics program that provides general and oncology cytogenetic services to Northern Alberta and the Western Area. The Cytogenetics Laboratory is affiliated with the Department of Medical Genetics in the Faculty of Medicine and Dentistry, which occupies newly renovated space integrating clinical, molecular and cytogenetic diagnostic services, and research laboratories. The Department has 17 faculty members and a graduate program. Departmental information is available at [www.stetlerhospital.ca](http://www.stetlerhospital.ca). The position will provide expert cytogenetic interpretation, diagnosis and consultation with a team of scientists dedicated to serving the patients, families, staff and physicians. The successful applicant will participate with the laboratory director in all aspects of the full-service lab, including quality initiatives and training programs. The workspace is located in a fully appointed, naturally lit lab within the Faculty of Medicine and Dentistry Medical Sciences Building. Contribution to an interesting and varied range of work with a laboratory that ranges from routine to complex, from congenital defects to cancer is expected. Clinical research is encouraged and cross appointment to the University of Alberta is possible. The position requires a PhD in Genetics or related field, holding or eligible for CCMG certification in Cytogenetics with a combination of clinical and academic experience preferred. Candidates should submit a curriculum vitae and names of three references to: Dr. J. Stetler, Director, Cytogenetics, Please quote competition ID# 97569. Recruitment Strategies & Planning, 9th Floor, 9925-109 Street, Edmonton, AB T5K 2J8, Phone: 1-877-468-4860, Fax: (780) 468-8734. This competition will remain open until a suitable candidate is found.

## DENTISTRY

■ **McGILL UNIVERSITY**—As part of McGill's major expansion into Nanoscience and Nanotechnology, the Faculty of Dentistry at McGill University is seeking candidates with research experience in the Nanoscience Centre for tenure-track appointments. In particular, applicants working in the areas of biomaterials, nanotechnology, and nanomedicine are encouraged to apply. Successful applicants will be expected to interface with other departments in the Faculty of Dentistry, Science and Engineering. McGill is developing major infrastructure facilities for nanoscience, including the Montreal Genomics Centre, the Nanoscience Centre, the Centre for Biosensors and Biochips, and the Centre for Bone and Endodontic Research, which will be located in the new Faculty Service Building. Successful applicants will become members of the McGill Institute for Advanced Materials (MIAM), which coordinates interactions and partnerships across Faculties and Departments, providing an interdisciplinary environment for learning and research. Successful candidates will be strong leaders and outstanding researchers, with a proven record of achievement. They will develop independent research programs, attract external funds, and contribute to the Nanoscience efforts across the University. Candidates should submit 1) a full curriculum vitae; 2) a statement of research interests; 3) a statement of teaching interests and philosophy; and 4) the names and addresses of at least three referees (and arrange for the letters of reference to be sent to: Dr. Marc D. McKee, Chair, Search Committee, Faculty of Dentistry, McGill University, 3640 University Street, Montreal, QC, Canada H3A 2B2. McGill University is committed to equality in employment. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

## EARTH & ATMOSPHERIC SCIENCES

■ **THE UNIVERSITY OF ALBERTA**—The Department of Earth and Atmospheric Sciences, University of Alberta, requires a search scientist to manage its Geochemistry research laboratories and develop, through research, new techniques to enhance the department's analytical capabilities in geochemistry. The incumbent reports to the Chair of the Department. The appointment is expected to begin at the Faculty Service Officer level. The position will involve the development and implementation of new technology and techniques in geochemistry and for the multi-collector ICP mass spectrometer in areas such as, but not limited to, U-Pb and U-Th isotopic analysis of geologic material. The incumbent will play a significant role in grant and contract applications and is expected to support the development of new technologies generally in geochemistry. The incumbent is also responsible for the administration of the geochemistry facilities including scheduling, budgeting and costing of services and includes the Mass Spectrometer Laboratory. A PhD in geochemistry or analytical chemistry combined with experience with an ICP mass spectrometer is required. The ideal candidate will have advanced knowledge

of geochemical analytical techniques. Operational experience with multi-collector ICP mass spectrometers as well as experience with chemical extraction methodologies using in isotope research, isotopic data reduction and analysis are assets. In addition, the candidate must have superior written and verbal communication skills in English and have demonstrated competency using standard research software including Visual Basic and Excel. The salary range for this position is \$47,184-\$66,816 CDN (2002-03). The appointment will begin as a fixed term position. Applications must be received by February 1, 2003. Please send a letter of application and a detailed curriculum vitae to: Dr. Brian Jones, Chair, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada T6E 2E3. All qualified candidates are encouraged to apply; however, Canadians and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

## ECONOMICS

■ **CONCORDIA UNIVERSITY**—The Faculty of Arts and Science, has up to five limited-term appointments available in its Department of Economics. Please see our full-page display ad in this issue.

■ **CARLETON UNIVERSITY**—Subject to budgetary approval, applications are invited for one or more positions at the Instructor level, for two-year periods, starting in the September 2003-2004 academic year. The position requires a completed PhD or a master's degree in Economics, and an MA with relevant experience and good teaching potential. The position holder will be expected to teach effectively at the Undergraduate level. To apply for the position, please contact: R. M. Rimer, Chair, Department of Economics, Carleton University, 1125 Colonel By Drive, Ottawa, Canada, K1S 5B6. (E-Mail: [Arch.Rimer@carleton.ca](mailto:Arch.Rimer@carleton.ca)). The competition will remain open until the positions have been filled or until February 28, 2003. Applications should be submitted by mail and should include the candidate's Curriculum Vitae and samples of research. Applicants should also request that three letters of reference be sent directly to the Chair. All qualified candidates are encouraged to apply. The University of Canada citizens and permanent residents will be given priority in employment for women, aboriginal peoples, minorities, and persons with disabilities. Persons from these groups are encouraged to apply.



**McGill**

## Assistant Professor (Special Category) in Music Technology Faculty of Music

The Department of Theory, Faculty of Music, McGill University, is opening a 3-year position in Music Technology at the rank of Assistant Professor (Special Category), which may be extended to a tenure-track position. The Department invites immediate applications from researchers with a background in music and computer science/engineering. The successful candidate will contribute to the ongoing development and expansion of a PhD program in this field and also participate in the newly created Centre for Interdisciplinary Research in Music, Media and Technology (CIRMMT). This centre is dedicated to innovative research in music technology and sound recording, with members drawn from the Faculties of Engineering, Medicine, and Science, as well as from the Faculty of Music.

(d) human-computer interaction, (e) musical acoustics, and (f) software design for integrated musical environments.

An active research profile is required that will complement the existing research directions on audio analysis and synthesis, interactive performance systems, and distributed digital music libraries. Teaching duties will entail the teaching of undergraduate courses and graduate seminars, and the supervision of graduate students in Music Technology.

Interested parties should submit a curriculum vitae, a statement of current research, and three letters of reference to:

Professor Brian Chernay  
Chair, Department of Theory  
Faculty of Music  
McGill University  
555 Sherbrooke Street West  
Montreal, QC  
H3A 1E3, Canada

Deadline: February 1st, 2003  
Date of Appointment: June 1st, 2003

Salary is negotiable within the university salary structure depending on qualifications and experience

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

[www.mcgill.ca](http://www.mcgill.ca)



**UNIVERSITY OF MANITOBA**

## DEAN FACULTY OF ENVIRONMENT

The University of Manitoba invites applications and nominations for the Founding Dean for a new Faculty that will integrate environment, earth and resource sciences ([www.umanitoba.ca/faculties/environment/](http://www.umanitoba.ca/faculties/environment/)).

Recognized for its excellence in teaching and research, the University of Manitoba ([www.umanitoba.ca](http://www.umanitoba.ca)) is the province's largest university and its only research-intensive post-secondary institution. The University offers a wide range of graduate and undergraduate programs in traditional and non-traditional areas and in the professions.

The Faculty (the name is a working title currently under review) became operational in July 2002, and will deliver degrees at the Bachelor, Master and PhD levels. These academic programs, and associated research, will focus and integrate both physical (environmental science) and human (environmental studies) dimensions. The Faculty contains the academic programs and human resources from the existing Department of Geography, Department of Geological Sciences, the Environmental Science Program, and the Natural Resources Institute, along with associates from over 20 additional areas of the University. This unique 'partnership approach' is seen as the key to developing synergy for the study of all aspects of the environment, which will translate into enhanced research, teaching, and linkages to government, industry, and non-government organizations at the local, regional, national, and international levels.

The Founding Dean should be a person able to understand the importance of all aspects of this complex and interrelated environmental arena, and should have the leadership skills necessary to bring together diverse interests into efficiently functioning research and teaching teams. This is a unique opportunity in which the successful candidate can be instrumental in building a 'state-of-the-art' Faculty, and promoting its potential within and beyond the University of Manitoba. Demonstrated organizational skills, knowledge of university administrative procedures, and the ability to communicate effectively with senior administrators, faculty members, support staff, students, and government and industry personnel are essential attributes. The successful candidate should hold a PhD in a relevant area, or have equivalent relevant experience, and qualify for a tenured academic appointment at the rank of Full Professor.

With a population of more than 650,000, Winnipeg ([www.city.winnipeg.mb.ca](http://www.city.winnipeg.mb.ca)) is a major multicultural centre with world-class cultural amenities including ballet, theatre, symphony, professional sports, and fine restaurants. It has the most affordable housing in Canada. Winnipeg is also located close to some of the finest outdoor recreational opportunities in the world with a wide variety of lakes, beaches and wilderness areas within an easy drive from the city.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

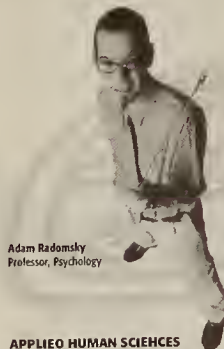
The appointment is expected to commence July 1, 2003 and is normally for a term of five years. Applications and nominations (including curriculum vitae and the names of three referees) will be considered commencing February 24, 2003, continuing until the position is filled. Please forward in confidence to:

Dr. Robert Kerr, Vice-President (Academic) and Provost, and Chair, Presidential Advisory Committee on the Selection of a Dean  
Faculty of Environment, Room 202, Administration Building  
University of Manitoba, Winnipeg, Manitoba R3T 2N2

Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

[www.umanitoba.ca](http://www.umanitoba.ca)

at the  
**centre**  
of it all



Adam Radomsky  
Professor, Psychology

# A Brilliant Choice

Our Faculty of Arts and Science is continuing to rebuild its professorial ranks at an unprecedented level. We have hired more than 125 tenure-track professors in the last four years and plan to hire another 75 tenure-track professors in the next two to three years, including up to 30 this year. As a transitional measure, we are also looking to hire a number of lecturers and assistant professors to join our dynamic Faculty for full-time, limited-term appointments for the 2003-2004 academic year.

## APPLIED HUMAN SCIENCES

Our Department of Applied Human Sciences invites applications for up to four limited-term appointments. We are looking for candidates to teach courses in one or more of the following areas: lifespan growth and development; interpersonal communication and relationships; working in task groups; respecting diversity in human relations; sexuality in human relations; interviewing; program planning, design and evaluation; leadership; and counseling skills and concepts. Applicants should have a PhD in a relevant social science discipline; advanced professional training in human relations and group process intervention is an asset.

**Dr. Randy Swedburg**  
Chair, Department of Applied Human Sciences  
swed@vax2.concordia.ca

## BIOLOGY

Our Department of Biology invites applications for up to two limited-term appointments in the field of Cell and Molecular Biology. Applicants should have a PhD in a cognate discipline, as well as experience in teaching and lab-based research. One position is to develop and implement two core laboratory courses, and includes training and supervising technical personnel. The other position is to teach existing courses in cell and molecular biology, and/or to develop new courses in genomics.

**Dr. Claire Cuyler**  
Chair, Department of Biology  
biocair@alcor.concordia.ca

## CHEMISTRY AND BIOCHEMISTRY

Our Department of Chemistry and Biochemistry invites applications for one limited-term appointment to teach general chemistry and/or higher-level courses in their primary area of expertise. Applicants should have a PhD and a strong commitment to undergraduate education. The successful candidate will be expected to participate in undergraduate laboratory supervision and may also be called upon to take part in curriculum development.

**Dr. Marcus F. Lawrence**  
Chair, Department of Chemistry and Biochemistry  
lawrence@vax2.concordia.ca

## COMMUNICATION STUDIES

Our Department of Communication Studies invites applications for up to three limited-term appointments to teach in one or more of the following areas: Media Production (Television, Sound or Multimedia), Communication and Culture, Communication Theory, Cultural Studies, and Media Studies. Applicants must hold a terminal degree, i.e. a PhD or an MFA in a cognate field, and have relevant teaching experience. The successful candidates will teach at the undergraduate and graduate levels.

**Dr. Lorna Roth**  
Chair, Department of Communication Studies  
lroth@sympatica.ca

## COMMUNITY AND PUBLIC AFFAIRS

Our School of Community and Public Affairs invites applications for one limited-term appointment to teach undergraduate courses with a focus on Policy Study, Social Movements and Community Politics. Applicants must have a completed or nearly completed PhD.

**Dr. Daniel Soalee**  
Principal, School of Community and Public Affairs  
soalee@vax2.concordia.ca

## ECONOMICS

Our Department of Economics invites applications for up to five limited-term appointments. Applicants should have a completed or nearly completed PhD and the ability to teach undergraduate courses in some of the following areas: Introductory and Intermediate Theory; Statistics; Canadian Economic Policy; Industrial Organization; International Trade and Finance; and Environmental Economics.

**Dr. William A. Sims**  
Chair, Department of Economics  
sims@vax2.concordia.ca

## EDUCATION

Our Department of Education invites applications for up to three limited-term appointments, one in each of the following areas: Early Childhood and Elementary Education (ECE), Educational Studies (ESTU) and Educational Technology (ETEC). For the ECEE position, applicants should have a PhD, a teaching certificate, prior classroom experience and expertise in early childhood and elementary education. For the ESTU position, applicants must have a PhD and the ability to teach undergraduate and graduate courses in comparative education, current issues, and the philosophy and history of education. For the ETEC position, applicants should have a PhD and the ability to teach human performance technology, plus one or more of the following areas: educational computing; research methods; distance education; cognitive sciences; multimedia design and/or formative evaluation. Knowledge of French is an asset.

**Prof. Ellen Jacobs**  
Chair, Department of Education  
jacobs@vax2.concordia.ca

## ENGLISH

Our Department of English invites applications for up to two limited-term appointments, one in the area of 20th Century Literature and one in Canadian Literature. For the position in 20th Century Literature, applicants should have competence in modern and contemporary British and American Literature and should be able to teach poetry, fiction, and drama. For the position in Canadian Literature, applicants should have competence in all periods of Canadian Literature and should be able to teach modern and contemporary Canadian poetry and fiction. Applicants for both positions must hold or be near the completion of a PhD. Prior teaching experience and scholarly publications are assets.

**Prof. Terence Byrnes**  
Chair, Department of English  
byrnes@alcor.concordia.ca

## ENGLISH AS A SECOND LANGUAGE

Our Department of Education invites applications for one limited-term appointment in English as a Second Language. Applicants must have extensive experience in teaching English as a Second Language, including English for academic purposes in a university setting, as well as expertise in developing teaching materials and a willingness to participate in curriculum development. Applicants must have a graduate degree in TESL, Applied Linguistics or a related field. Preference will be given to applicants who have a research program investigating issues related to academic writing.

**Prof. Ellen Jacobs**  
Chair, Department of Education  
jacobs@vax2.concordia.ca

## ÉTUDES FRANÇAISES

Le département d'études françaises sollicite des candidatures à quatre postes éventuels, à durée déterminée. Les qualifications recherchées sont, selon le poste, un diplôme de deuxième ou de troisième cycle, une expérience diversifiée de l'enseignement, l'aptitude au travail d'équipe et une connaissance du milieu. Les candidats retenus s'engageront au premier cycle, travailleront en équipe et participeront ponctuellement à l'administration des programmes. Deux postes aux rangs de chargé(e) d'enseignement ou de professeur(e) adjoint(e) en enseignement du français langue seconde, l'un orienté vers la didactique et le multimédia, l'autre orienté vers la phonétique, la phonologie prosodique et le multimédia. Deux postes de même rang en littérature sont ouverts à toute personne apte à enseigner soit la littérature française du XIXe siècle, soit la littérature française du XXe siècle.

**Madame Lucie Leguin**  
Directrice du département d'études françaises  
leguin@vax2.concordia.ca

## EXERCISE SCIENCE

Our Department of Exercise Science invites applications for one limited-term appointment

to teach in the areas of Issues in Personal and Community Health, and Fundamentals of Health and Physical Activity. Applicants must have a relevant degree (preferably a PhD) as well as prior teaching experience at the University level.

**Dr. William R. Sellers**  
Chair, Department of Exercise Science  
bsell@vax2.concordia.ca

## GERMAN

Our Department of Classics, Modern Languages and Linguistics invites applications for up to two limited-term appointments, one in the area of 18th and 19th Century German Literature and one in 20th Century German Literature. A background in one or more of the following areas is an asset: German linguistics, the history of the German language and the German theater. Applicants must hold a PhD and be fluent in English and German. Teaching responsibilities are also likely to include the German language at all undergraduate levels.

**Dr. Catherine Vollejo**  
Chair, Department of Classics, Modern Languages and Linguistics  
vollejo@alcor.concordia.ca

## GEOGRAPHY

Our Department of Geography invites applications for up to two limited-term appointments, one in Urban Studies and one in Human and/or Urban Geography. For the position in Urban Studies, applicants must have a Master's degree in Planning, Architecture or a related discipline (although a PhD is preferred), as well as strong teaching abilities. The successful candidate will teach undergraduate courses in Urban Studies, including at least two laboratory based courses. For the position in Human and/or Urban Geography, applicants should have a PhD or be ABD and must have strong teaching skills. The successful candidate will teach undergraduate courses, and possibly one graduate course.

**Dr. John Zacharias**  
Chair, Department of Geography  
zachar@vax2.concordia.ca

## HISTORY

Our Department of History invites applications for up to two limited-term appointments, one in the area of Canadian History and the other in European History. Applicants for the Canadian History position should be prepared to offer introductory courses in both Canadian and Quebec history, while those for the European position should be able to offer an introductory course in European history as well as a course dealing with global history in the 20th Century. In both cases, the successful candidates will also have an opportunity to teach upper-level courses. Applicants must hold or be near the completion of a PhD; prior teaching experience at the undergraduate level is an asset.

**Dr. Ronald Rudin**  
Chair, Department of History  
ronald.rudin@concordia.ca

## HISTORY AND PHILOSOPHY OF SCIENCE

The Faculty of Arts and Science invites applications for one limited-term appointment in the History and Philosophy of Science. The successful candidate will be required to design and teach courses in the History and Philosophy of Science to undergraduates with varying degrees of scientific knowledge. Applicants should hold a PhD in the area of History and Philosophy of Science, have some publications, and some experience with class lecturing and seminar-style teaching. This position is being shared by our Department of Philosophy, our Science College and our Liberal Arts College.

**Dr. Martin Singer**  
Dean, Faculty of Arts and Science  
martin.singer@concordia.ca

## ITALIAN

Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment in Modern Italian Literature and Culture. Applicants must be fluent in English and Italian; preference will be given to applicants with a PhD. A background in

Italian translation and culture is an asset. Teaching responsibilities may include the Italian language at all undergraduate levels, as well as Italian culture and/or panorama of literature.

**Dr. Catherine Vollejo**  
Chair, Department of Classics, Modern Languages and Linguistics  
vollejo@alcor.concordia.ca

## JOURNALISM

Our Department of Journalism invites applications for one limited-term appointment in Broadcast Journalism. Applicants should have a relevant graduate degree and at least five years of work experience as a professional journalist, including experience in both radio and television journalism. The successful candidate will teach workshops in introductory and advanced radio and television production, as well as a course in the history of broadcasting.

**Dr. Enn Raudsepp**  
Director, Department of Journalism  
raudhen@vax2.concordia.ca

## LIBERAL ARTS

Our Liberal Arts College invites applications for up to two limited-term appointments to teach seminars in Western Civilization and Culture, and Modes of Interpretation and Expression, as part of the College's multi-disciplinary Great Books core curriculum. The ideal candidates, rooted in a specific discipline, might be needed to teach courses with a literary, religious or philosophical spine. Applicants should have a PhD and some teaching experience.

**Prof. Harvey Shulman**  
Principal, Liberal Arts College  
shulhar@vax2.concordia.ca

## LINGUISTICS

Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment in Linguistics. Candidates must have a PhD in Linguistics or be ABD (theoretical generative linguistics preferred), and have a strong research profile. Teaching experience will be considered an asset. Courses to be taught may include several of the following: phonetics, phonology, syntax, semantics, morphology, and field methods.

**Dr. Catherine Vollejo**  
Chair, Department of Classics, Modern Languages and Linguistics  
vollejo@alcor.concordia.ca

## MATHEMATICS AND STATISTICS

Our Department of Mathematics and Statistics invites applications for up to four limited-term appointments to teach courses in areas that include: Analysis, Numerical Analysis, Dynamical Systems, Optimization, Probability and Statistics. Applicants must have a PhD and excellent teaching abilities.

**Dr. Hershy Kisilevsky**  
Chair, Department of Mathematics and Statistics  
chair@mathstat.concordia.ca

## PHILOSOPHY

Our Department of Philosophy invites applications for up to two limited-term appointments, one in the area of philosophy of mind (with teaching responsibilities to include philosophy of mind, introduction to philosophy of language, and metaphysics), and a second in the history of philosophy (with teaching responsibilities to include early modern philosophy and introduction to ancient philosophy). Applicants must hold or be near the completion of a PhD and have prior teaching experience. Candidates must submit a writing sample along with their application packages.

**Dr. Andrew Wayne**  
Chair, Department of Philosophy  
awayne@alcor.concordia.ca

## POLITICAL SCIENCE

Our Department of Political Science invites applications for up to five limited-term appointments to teach introductory Political Science courses, including Introduction to International Relations, Introduction to

Canadian Government and Politics, and Introduction to Political Theory. In addition, senior undergraduate courses which might be available are Latin American Politics, American Foreign Policy, U.S. Politics, and Middle East Politics. Applicants must hold a PhD; good teaching and research experience are assets.

**Dr. Reeta C. Tremblay**  
Chair, Department of Political Science  
reeta@vax2.concordia.ca

#### PSYCHOLOGY

Our Department of Psychology invites applications for up to six limited-term appointments. Applicants should have a PhD or equivalent and must be prepared to teach undergraduate courses in one or more of the following areas: Introductory, Social, Motivation, Personality, Developmental, Learning and Cognition. Although these appointments are primarily teaching positions, there are opportunities for research collaboration with the department's tenure-track faculty. The Department houses two major research centres: the Centre for Research in Human Development and the Centre for Studies in Behavioural Neurobiology.

**Dr. June Chakelsan**  
Chair, Department of Psychology  
chakels@vax2.concordia.ca

#### RELIGION

Our Department of Religion invites applications for up to three limited-term appointments, one each in the areas of Judaic Studies, Hindu Studies and East Asian Religions. Applicants for the position in Judaic Studies should hold a PhD in Judaic Studies or Religion and have expertise in the history of Judaism. The ability to teach in the areas of Christianity, and women and religion, is highly desirable. Applicants for the Hindu Studies position should hold a PhD and have expertise in both the religious and philosophical aspects of the Hindu tradition, as well as familiarity with Hinduism throughout the whole range of its historical development. Candidates for the East Asian Religions position should have a solid background in the study of the major traditions of China and Japan, including Buddhism, and be prepared to teach both the religious/ritual and philosophical aspects of these traditions. Relevant language proficiency and prior teaching experience are required for each of these positions.

**Dr. Leslie Orr**  
Chair, Department of Religion  
orr@vax2.concordia.ca

#### SOCIOLOGY

Our Department of Sociology and Anthropology invites applications for up to four limited-term appointments to teach in Sociology. We are particularly interested in candidates with teaching and research strengths in one or more of the following areas: sociology statistics and methodology, social justice; globalization; economic sociology; and crime and deviance. Applicants should have a PhD; knowledge of French is an asset.

**Dr. Christine Jourdan**  
Chair, Department of Sociology and Anthropology  
jourdan@vax2.concordia.ca

The above positions are all full-time, limited-term appointments, beginning August 15, 2003 and ending May 31, 2004. Hiring is subject to budgetary approval. These positions are normally at the rank of Lecturer or Assistant Professor. Candidates will be expected to teach three courses per semester. Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests and three letters of reference. Please forward all applications to the Department contact listed beneath the appropriate position c/o Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, QC H3G 1M8. Review of applications will begin on March 1, 2003 and continue until the positions are filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Please direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Arts and Science. Telephone (514) 848-2081; e-mail: martin.singer@concordia.ca

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#### SPANISH

Our Department of Classics, Modern Languages and Linguistics invites applications for one limited-term appointment in the area of 19th and 20th Century Spanish Peninsular Literature. Applicants must have a PhD in the field or a related area, excellence in teaching and native or near-native fluency in Spanish and English. Teaching responsibilities are also likely to include the Spanish language at all undergraduate levels, and Spanish culture and/or panorama of literature.

**Dr. Catherine Vallejo**  
Chair, Department of Classics, Modern Languages and Linguistics  
vallejo@alcor.concordia.ca

#### TEACHING OF ENGLISH AS A SECOND LANGUAGE

Our Department of Education invites applications for one limited-term appointment in the Teaching of English as a Second Language. Applicants must have an MA in TESL and experience in the field, and should be methodologists in English second language teaching. An excellent command of English and a functional knowledge of French are required.

**Prof. Ellen Jacobs**  
Chair, Department of Education  
jacobs@vax2.concordia.ca

#### THEOLOGICAL STUDIES

Our Department of Theological Studies invites applications for one limited-term appointment in Biblical Studies, with a specialization in Old Testament. Applicants must hold or be near the completion of a PhD. Successful teaching experience and a record of scholarly publications are highly desirable. The successful candidate will teach at both the undergraduate and graduate levels.

**Dr. Pamela Bright**  
Chair, Department of Theological Studies  
brightp@alcor.concordia.ca



**Balbir S. Sahni**  
Professor, Economics  
Director, Centre for International Academic Cooperation



[www.careers.ualberta.ca](http://www.careers.ualberta.ca)

## Walter Stirling Anderson Professor and Chair, Department of Surgery

The Faculty of Medicine and Dentistry, University of Alberta and Chief of Surgery, University of Alberta Hospital

The Faculty of Medicine and Dentistry, University of Alberta and Capital Health Authority invite applications for joint appointment to a full-time academic tenured position as the Walter Stirling Anderson Chair in Surgery, Professor and Chair of the Department of Surgery, and Chief of Surgery, University of Alberta Hospital. The position is integrated into the Capital Health Authority as Chief of Surgery of the University of Alberta Hospital, which also involves a significant role at other facilities within the Capital Health Authority region. The position requires a candidate who has an international reputation as a scholar, has outstanding and innovative research accomplishments or recognition as an excellent emerging researcher, and can inspire confidence in research fund granting agencies, resulting in the University's ability to maintain its reputation amongst the research intensive post-secondary institutions in Canada and abroad. The individual must be eligible for licensure in the Province of Alberta. The Chair is responsible for a Department with 28 full-time basic science and clinical faculty and over 115 part-time clinical faculty within 10 specialty divisions. The successful candidate, together with the Office of the Dean, will be responsible for the undergraduate (~130 students/year) and postgraduate training programs (seven fully-accredited Royal College surgical training programs) and for a vigorous graduate research program. The opportunities in research are enhanced by the support of the Alberta Heritage Foundation for Medical Research, the newly-established Alberta Heritage Foundation for Science and Engineering Research (Ingenuity Fund), the National Institute of Nanotechnology and the central role of the

Department in the Alberta Diabetes Research Institute, the Alberta Heart Institute, and the Cross Cancer Institute. The Department also has a strong grant funding record with the Canadian Institutes for Health Research, the Alberta Heritage Foundation for Medical Research, the National Institutes for Health (US) and the Juvenile Diabetes Foundation International.

The Faculty of Medicine and Dentistry and the CHA represent one of Canada's leading Academic Health Sciences Centres in one of the largest integrated health delivery regions. With annual budgets of \$200 million and \$1.6 billion dollars respectively, the two organizations are recognized nationally and internationally for their combined leadership in research, education, and clinical service.

Details about the University of Alberta, Faculty, CHA, and Edmonton can be found on the Faculty's web site at [www.med.ualberta.ca](http://www.med.ualberta.ca) and Capital Health's web site at [www.cha.ab.ca](http://www.cha.ab.ca).

Interested candidates should submit a two-page document and an up-to-date curriculum vitae outlining their current clinical and research interests, their leadership experience and their thoughts on how to meet the challenges of academic leadership in an integrated health region. The names and addresses of three referees should be included. Interested individuals are asked to submit their material by February 28, 2003 to:

**Dr. D. Lorne J. Tyrrell**  
Dean, Faculty of Medicine and Dentistry  
University of Alberta  
2J2 WC  
Mackenzie Health Sciences Centre  
8440-112 Street  
Edmonton, Alberta, Canada T6G 2R7

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

## Associate Dean School of Nursing

The Faculty of Health Sciences, McMaster University is seeking an Associate Dean, who serves as the Head of the School of Nursing. The McMaster School of Nursing is research intensive and world recognized for the expertise of its faculty members, problem-based teaching methodology, collaborative partnerships including a strong consortium with community college partners for baccalaureate nursing education, an expanding graduate program and international links.

The School is committed to excellence and innovation in education, research and clinical practice, and actively contributes to the evolving vision of nursing and health care locally, nationally and internationally. Its mission is to provide responsive and comprehensive quality education for students, to develop nursing and health care knowledge through research at the leading edge of the profession and to promote both exemplary nursing practice and the health of individuals and communities.

We are seeking a nurse with a PhD degree in nursing or a related discipline, who has strong academic credibility in his/her area of expertise, broad visionary and strategic planning skills, demonstrated administrative experience and superior leadership skills with the ability to engender enthusiasm and support.

The Associate Dean is accountable to the Dean and Vice-President, Health Sciences for directing the educational, research and practice activities of the School ensuring alignment of these activities with the mission of the Faculty of Health Science. As Director of the McMaster-Mohawk-Cornwall Consortium and Chair of the Steering Committee the incumbent will have an important role in program delivery through community based partnership.

The appointment will be effective July 1, 2003 for a five-year term, renewable once. This appointment is in the tenure-track category of appointments. Salary and rank will commensurate with experience.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Nominations and applications including curriculum vitae and names and addresses of three referees should be directed to: Dr. John G. Kelton, Dean and Vice-President, Faculty of Health Sciences, McMaster University, 1200 Main Street West, Room 2E1 Hamilton, Ontario L8N 3Z5.

The deadline for applications is February 28, 2003. The search will continue until a suitable candidate is found.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal people, persons with disabilities, members of visible minorities and women.





■ **THE UNIVERSITY OF GUELPH** — We invite applications for a full-time tenure-track position in Water Resources Engineering commencing June 1, 2003. The intention is to appoint at the Assistant Professor level. Applicants should have a PhD degree in Water Resources Engineering, or a related engineering field with demonstrated research interests in the areas listed below. The successful applicant is expected to establish a strong research program and to teach both graduate and undergraduate courses in the School's engineering core program and the Water Resources

Engineering specialty. As well, the applicant is expected to supervise both MSc, M.Eng. and PhD students. Examples of areas of particular interest are hydrology, fluid mechanics, urban water systems, and water conservation, open channel hydraulics and pressurized flow systems. Applicants must be a Professional Engineer or be qualified and prepared to become a registered Professional Engineer in the Province of Ontario. The Water Resources Engineering program at Guelph has a long history of producing excellent graduates who work in all parts of the world and in all areas of water resources. The program is unique to Guelph and draws on several branches of traditional engineering fields as well as those in the natural sciences. The program has developed strengths in rural hydrologic issues, stormwater management, groundwater, onsite wastewater systems and ecological hydrology. The position is intended to expand and strengthen these areas. All fields of Water Resources Engineering will be considered, but candidates with demonstrated strengths in modelling of water resources systems are especially encouraged to apply. Modelling expertise may be in the areas of watershed, groundwater, river and/or urban systems (supply and stormwater). The School of Engineering has 22 faculty, 15 staff, approximately 100 undergraduate students (10% of whom are female) and more than 300 graduate students. It currently offers accelerated undergraduate programs in biological engineering, engineering systems and computing, environmental engineering, and water resources engineering. The University is renowned for its strengths in environmental and biological science, being the most interdisciplinary university in Canada, with scholarly research funded by grants and contracts of about \$106 million annually. The University offers a quality of life with excellent career growth opportunities. It dates back to 1827 and has an enrolment of over 15,000 full-time undergraduate and graduate students. It remains small enough to foster a friendly and informal atmosphere, yet is large enough to offer the diversity and challenge of a much larger university. The deadline for applications is March 1, 2003. Candidates should submit a curriculum vitae to Dr. Lambert Olan, Director, School of Engineering, University of Guelph, Guelph, Ontario, N1G 2W1, Fax: 519-836-0227, Email: [olant@uoguelph.ca](mailto:olant@uoguelph.ca). The University of Guelph is an equal opportunity employer. The position is part of an ongoing merit equity program that includes special measures to achieve diversity among its faculty and staff. We invite particularly encouraging applications from Aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.

**THE UNIVERSITY OF SASKATCHEWAN** — The Department of Electrical Engineering invites applications for a tenure track faculty position at the Assistant Professor level in the area of power electronics and power system control. The successful candidate is expected to take a strong leadership role in the development of an academic program and be involved in teaching and development of undergraduate and graduate courses. The successful candidate should have a PhD degree in Electrical Engineering and have demonstrated potential for research. Excellent facilities and programs exist for research in communication systems, electric power systems, materials, and integrated circuits. The Department currently has approximately 200 undergraduate and 80 graduate students and offers B.Sc., M.Eng., M.Sc. and Ph.D. degrees. An open and collegial environment exists among the students and the staff. The Department has a strong and well-recognized research group and education program in the power systems area. The Power Systems Research Group of the Department of Electrical Engineering has been in existence for more than thirty years and is internationally recognized for its significant research contributions. Present areas of research within the group include power system analysis, reliability, dynamics, operation and control of electrical machines. Applications with complete curriculum vitae, names of three references and a statement of research interests should be addressed to Dr. K. Takaya (research@eng.usask.ca), Head, Department of Electrical Engineering, 57 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 5A9. Applications should be received by January 31, 2003 or until the position is filled. All qualified candidates are encouraged to apply, however, Canadian and permanent residents of Canada will be given priority. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their application.

**THE UNIVERSITY OF VICTORIA** — The Department of Electrical and Computer Engineering is undergoing a major expansion and is seeking applications from outstanding candidates to fill several vacant tenure track positions at the Assistant or Associate Professor levels. Applicants at the rank of Professor will be considered in exceptional circumstances. The following areas are of particular interest: Telecommunications, Computer Engineering, Software Engineering, Signal Processing, Robotics. The Department has an international reputation for high quality research, and it currently is the home of 22 regular faculty members and 100 postgraduate fellows of the IEEE. Applicants should send a curriculum vitae, reprints of their most important research results, and names of three references to: Dr. N. Omopoulos, Chair, Dept. of Electrical and Computer Engineering, University of Victoria, P.O. Box 3800, STN CSC, Victoria, BC, Canada, V8W 3P6, Fax: (250) 721-6052, Email: [charlie@uvic.ca](mailto:charlie@uvic.ca). Please consult our web page (<http://www.electrical.uvic.ca>) for further information on research areas and application deadlines. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal people, people of sexual orientation, and persons with disabilities. We contribute to the further diversification of the University. This advertisement is directed to both Canadian and international candidates.

**UNIVERSITY OF NEWBRUNSWICK** — Applications are invited for a Chair in Design Engineering, Office Systems and Structures, which will be interdisciplinary within the Ocean and Naval Architectural Engineering Disciplines and the Ocean Engineering Research Institute of the Faculty of Engineering and Applied Science. This is a tenure-track/tenured faculty position at the Associate

Professor or Professor level. Salary will be commensurate with qualifications and experience. The Chair in Design Engineering will become an integral part of an established group of researchers and educators. The Chair will introduce, promote and maintain a strong emphasis on design for the offshore oil and gas industry. Research and teaching efforts undertaken by the group and led by the professor will be expected to develop linkages with other research organizations and with industry. The Chairholder will have an established reputation within industry and be expected to maintain close contact with existing linkages. The Chair will collaborate with other faculty members in the conduct of research and the supervision of graduate students and will be responsible for active participation in the research related to development of innovative designs for the offshore. The successful candidate must have an undergraduate degree in ocean engineering and/or naval architecture, or a related discipline, and will be expected to register as a Professional Engineer in Newfoundland and Labrador. Applicants must hold an advanced degree, preferably a PhD, in ocean engineering, naval architecture or a cognate discipline. The successful candidate will play a leadership role in the teaching of undergraduate design courses in engineering. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 20,000 students, Memorial provides a distinctive and stimulating environment for learning. In St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please visit the website at <http://www.memorial.ns.ca>. Applicants should send a curriculum vitae, the names and addresses of three referees, a one-page statement of teaching and research interests, and copies of three relevant technical publications to: Dr. M. Haddad, Interim Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X5, Fax: (709) 737-6975, Reference: OHA-0202. The search committee will begin to review applications on March 3rd 2003, and will continue to do so until the position is filled. An application for funding has been made to the NSERC Chairs in Design Engineering program. The position is subject to the success of this application. Memorial University of Newfoundland is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

**MCMASTER UNIVERSITY** — The Departments of Chemical and Electrical Engineering invite applications for a tenure track/tenured position in the area of environmental engineering. The departments are in the process of building up expertise addressing water-related environmental applications. The successful candidate must have a strong background in the fundamentals of environmental engineering. All disciplines of environmental-related fields will be considered, however preference will be given to those with research interests in the following areas: drinking water treatment; municipal wastewater treatment; engineered systems for air, water, and solid waste transport and numerical methods in environmental modelling. Applicants are expected to have an undergraduate degree in Engineering or a related discipline, a professional engineer, and have a PhD degree. They must have a solid background in the fundamentals of their area of expertise. At the time of appointment the candidate must have a strong research record and demonstrate strong communication skills. The candidate is expected to develop a well-defined research program including graduate supervision, as well as teach at the graduate and undergraduate levels. Experience in experimental research and demonstrated ability to work with industry will be considered an asset. Applicants should submit a letter of application, full CV including a list of publications, statement of teaching and research interests, a selection of relevant research papers, and a list of at least three references (with names and email addresses). The application materials should be sent to the Search Committee, Environmental Search Committee, Department of Civil Engineering, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4L7, Canada, Tel: (905) 525-9140 ext. 24746; fax: (905) 525-9688 Email: [civil@mcmaster.ca](mailto:civil@mcmaster.ca). Applications will be accepted until the position has been filled. Following NSERC eligibility rules for UFA's, this competition is restricted to Canadians and Permanent Residents, and to women or aboriginal people of either sex who have not previously held a tenure track position at a Canadian university (<http://www.resc.ca/guide/cv.html>). McMaster is a strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal people, people of sexual orientation, and persons with disabilities. For more information about the department, please consult <http://www.eng.mcmaster.ca/civil>, <http://www.chemeng.mcmaster.ca>.

**THE UNIVERSITY OF WATERLOO** — The Department of Chemical Engineering at the University of Waterloo invites applications for a tenure track faculty position at the level of Assistant or Associate Professor. Applications are invited from excellent Canadian or international candidates who have completed one of the following areas: metabolic engineering, nanotechnology, bioresource engineering, and chemical process design. The position is for a nationally or internationally recognized professional with a significant research presence and interest in teaching. Exceptional candidates will be considered for appointment as a Canada Research Chair (CRC) at the Tier 1 level. Details about the Federal government's research funding and additional funding opportunities are available on the Canadian Research Chair (CRC) website (<http://www.crc.gc.ca>). The Department of Chemical Engineering has 27 faculty members with one of the world's leading bioresource engineering research groups with a North American focus. The successful candidate is expected to work within this interdisciplinary group. Current members have expertise in bioresource engineering, fermentation engineering, cell culture, tissue engineering, biometric engi-

neering, and environmental biotechnology. The department has a total annual enrolment of 500 undergraduate and 100 graduate students — it is one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students and is presently ranked first overall of the 32 Canadian universities. The scenic campus is part of the two cities of Waterloo and Kitchener with a population of 275,000 located 100 km SW of Toronto. The community is noted for its excellent living conditions. More information on the department and university is available at <http://uwaterloo.ca>.

2. Applicants constituting other faculty, i.e., clearly outlined research program, statement of teaching interests, names and full contact information of three referees should be sent to: Chaitz, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including non-Canadian, women, members of visible minorities, native peoples, and persons with disabilities.

**THE UNIVERSITY OF WATERLOO** — The Department of Electrical and Computer Engineering invites applications for several tenure or tenure-track positions in the engineering of dependable, distributed or embedded hardware and software systems. The successful candidates will play a leadership role in the teaching of undergraduate and graduate students, and bring strong research backgrounds in computer engineering, electrical engineering, and software engineering. Applicants should have a PhD or a Master's degree in Computer Engineering, Software Engineering, Electrical Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility as a Professional Engineer is desirable. The Department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 250 research Master and PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering, and Software Engineering (which is offered jointly with the School of Computer Science) draw the top students from across Canada. The Department offers an outstanding research environment with research laboratories in software systems and engineering, digital hardware design and verification, and other E&CE areas ranging from wireless communications to microelectromechanical systems. Researches benefit from close connections with the many high-technology companies in the Waterloo area and from the intellectual property pool of the University, which vests the rights with the inventor. Salaries will be competitive and will be determined according to the successful applicant's accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-city community of Waterloo (population of 300,000) in southwestern Ontario. The city of Waterloo is within easy driving distance, as are the many recreational opportunities in the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research interests, and the names of at least three references to: Professor Sherman Sherr, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. These appointments are subject to availability of funds.

**THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a tenure track position in the area of Solid Mechanics at the Assistant or Associate Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Experience in analytical, numerical, and experimental fatigue analysis is required. The successful applicant will have access to outstanding mechanical and experimental facilities, and will join an internationally recognized research group in the area of fatigue analysis. Strength in structural design, stress analysis, and in the teaching of mechanical design would be an asset. Applicants must hold a PhD in Mechanical Engineering and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in January of 2003 or as soon as possible thereafter. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All candidates will be required to provide professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three references to: Professor G.E. Solender, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applicants are subject to the availability of funds.

**THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a tenure track position in the area of Thermofluids aspects of fluid modeling at the Assistant or Associate Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. This exciting opportunity is associated with a \$5.6M grant from the Government of Ontario for the new Centre for Innovation and Private sources in support of infrastructure for a new Life Fire Research Facility. It consists of a large fire room complete with wind generation capability, an ISO 9705 Single Room Fire Test and a large scale open jet fire test facility, a large area, and several smaller scale fire test systems. The world-class facility is designed to work within this interdisciplinary group. Current members have expertise in bioresource engineering, fermentation engineering, cell culture, tissue engineering, biometric engi-

## CARRIÈRES



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## UNIVERSITY OF WATERLOO

### CANADA RESEARCH CHAIR (TIER I) IN LANGUAGE AND CULTURE

The Faculty of Arts at the University of Waterloo invites applications for a Tier I Canada Research Chair in Language and Culture to begin as soon as July 1, 2003. The purpose of this chair is to design and develop pioneering research in technologically-mediated linguistic and cultural studies. Based in UWS Canada Centre for Cultural Innovation, the chair holder will work with colleagues in Anthropology, Classical Studies, Drama and Speech Communication, English Language and Literature, French Studies, Germanic and Slavic Studies and Spanish and Latin American Studies to develop new methods for understanding language learning and teaching, to explore new design techniques for multimedia projects, and to create new analytic/theoretical bases for evaluating the impact of technology on the development and understanding of culture.

In keeping with the University of Waterloo's Strategic Research Plan, this position will be of interest to a senior expert in the interaction of technology and culture with experience in multimedia for humanities computing, hypertext, text analysis and computational linguistics and the interaction of technology and culture. The successful candidate will have not only an outstanding research record in the theory of language, rhetoric and discourse as applied to and through technology but also significant applied experience in cultural activities such as film, video, museum exhibits, etc. She/he will be expected to create a dynamic research program designed to attract a significant number of graduate students and postdoctoral fellows to the research laboratory. The lab will provide facilities to create, produce, and edit digital texts, music, art and cultural products such as exhibits.

Nominations and applications including a curriculum vitae, a five-year research plan and three (3) confidential letters of reference sent under separate cover should be forwarded by February 28, 2003 to:

Dr. Robert R. Kerton, Dean of Arts  
University of Waterloo, 200 University Avenue West  
Waterloo, Ontario, Canada N2L 3G1

Please note that all CRC appointments are subject to final review by the CRC Secretariat.

The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.



### Assistant/Associate Professor FACULTY OF EDUCATION

The Faculty of Education at Queen's University ([www.educ.queensu.ca](http://www.educ.queensu.ca)) invites qualified applicants for one tenure-track position at the rank of Assistant/Associate Professor. The position, subject to final budgetary approval, will begin as early as July 31, 2003.

Applicants should have academic qualifications in *Elementary Language Arts* curriculum and a corresponding record of research. Successful language and literacy teaching experience at the elementary level is essential.

Requirements for the position include a doctoral degree, a well-defined research program, relevant work and teaching experience, and a record of scholarly publications.

Responsibilities for the position will include maintaining an active program of research and publication, teaching courses at the undergraduate and graduate levels, supervising BEd, MEd and PhD students, developing and maintaining relationships within the profession and providing leadership and support in the field of Elementary Language Arts.

Queen's University has an employment equity program and is committed to diversity in the workplace. Queen's University welcomes applications from all qualified women and men, including Aboriginal people, people with disabilities, visible minorities, gay men and lesbians. Applicants must include a letter of application, which details your research program and how it articulates with early language and literacy curriculum. A curriculum vitae, one sample of recent scholarly work, sample course outlines or teaching evaluations (if available), and the names and addresses (including fax and email addresses) of at least three persons to act as referees must also be included. These materials must be received by the Office of the Dean on or before **28 February, 2003**. Applications and letters of reference should be sent to: **Rosa Bruno-Joffé, Dean, Faculty of Education, Queen's University, Kingston, Ontario K7L 3N6**, Phone: 613-533-6210; Fax: 613-533-6307.

For more information, please contact the Office of the Dean at 613-533-6210.

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## CAREERS CARRIÈRES

ability to develop a strong interdisciplinary research program and supervise graduate students in topics related to the modelling of fire behaviour, fire dynamics, and fire safety engineering and design is required. Experience in areas such as fire investigation, forensic engineering, or a field closely related to fire science and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in January of 2003 or as soon as possible thereafter. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience.

Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Software Engineering Board invites applications for a five-year, full-time position as a graduate degree in Software Engineering, Computer Science or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching in software engineering or related area. Industrial experience is desirable. This position is immediately available. Applications will be considered until the position is filled. Software Engineering is a new and distinctive professional, undergraduate program at Waterloo, jointly established by the Departments of Computer Science and Electrical and Computer Engineering. Our undergraduate programs attract some of the best students in the country. Excellent facilities, laboratories, and computing facilities, and attentive support staff provide for a productive work environment. The successful applicant will be expected to support the new software engineering program. Primary duties include teaching, academic advising, managing labs and study groups, and helping to promote the program. There will be some administrative responsibilities. Scholarly activities, such as professional development and/or participation in research, are also expected. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, native peoples, and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three referees. Supporting letters should indicate the applicant's range of teaching interests, expertise and experience. Please direct applications to: Dr. Joanne Allee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario Canada N2L 3G1. E-mail: j-allee@utoronto.ca

waterloo.ca. Candidates should ask those named as referees to direct supporting letters to the same address. This appointment is subject to the availability of funds.

■ **THE ROYAL MILITARY COLLEGE OF CANADA** — The Electrical and Computer Engineering Department invites applications for one full-time position at the level of Assistant Professor or Junior Associate Professor. The required qualifications are: to hold a PhD in Electrical Engineering or a related discipline, acceptable teaching experience, and publications in the area of specialty. In filling this position, the Department is seeking to strengthen its expertise in the areas of Microwave Devices, Microwave Propagation, Antennas and Radar or closely related fields. The successful candidate should be prepared to teach and develop undergraduate and graduate courses, and to conduct active research programs. This is a bilingual position, which requires an ability to read, comprehend and communicate only in both official languages with a required linguistic profile of 999/999. This position will be open to filling the bilingual position. However, an eligibility list may be established and candidates who apply for this competition may be assessed to fill similar positions with various linguistic requirements. For further information on this employment opportunity, candidates are invited to contact Professor Cécile Rénard, Head of the Department of Electrical and Computer Engineering at (514) 341-6000, extension 4070 or by email at crenard@crc.ca.

■ **THE UNIVERSITY OF WINDSOR** invites applications for faculty positions in the Faculty of Engineering in the areas of Electrical and Computer Engineering commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 2556; Fax: 519-971-3622; Email: [apointing@uwindsor.ca](mailto:apointing@uwindsor.ca).

■ **THE UNIVERSITY OF WINDSOR** invites applications for faculty positions in the Faculty of Engineering in the areas of Electrical and Computer Engineering commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 2556; Fax: 519-971-3622; Email: [apointing@uwindsor.ca](mailto:apointing@uwindsor.ca).

■ **THE UNIVERSITY OF WINDSOR** invites applications for faculty positions in the Faculty of Engineering in the areas of Electrical and Computer Engineering, Industrial and Manufacturing Systems Engineering and Mechanical, Automotive and Materials Engineering commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 2556; Fax: 519-971-3622; Email: [apointing@uwindsor.ca](mailto:apointing@uwindsor.ca).

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■ **THE UNIVERSITY OF WINDSOR** invites applications for faculty positions in the Faculty of Engineering in the areas of Electrical and Computer Engineering commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 2556; Fax: 519-971-3622; Email: [apointing@uwindsor.ca](mailto:apointing@uwindsor.ca).

## AIC Chair in Investment &amp; Portfolio Management

The Michael G. DeGroot School of Business invites applications for the AIC Chair in Investment and Portfolio Management. The Chair is a senior-tenured appointment commencing July 1, 2003. This Chair is setup from an endowment from the AIC Ltd., a leading Canadian financial institution located in Burlington, Ontario.

Suitable candidates will have a PhD in Finance or in a cognate field, be internationally recognized for their contributions in business valuation and investment and portfolio management, and be actively engaged in research. The successful candidate should have demonstrated leadership in organizing research efforts through supervision of graduate students, proven ability to attract research funding and publication of research results in major international outlets. As well, the preferred candidate is expected to have had successful interaction with the financial professional community.

The Chair is expected to contribute to academic programs as well as the School's initiatives with the business community. In particular the Chair is expected to provide leadership in launching a new Strategic Valuation Stream in the MBA program.

The Chair holder will undertake teaching at a reduced load and be able to perform the normal duties of a faculty member within the School of Business. Salary will be commensurate with academic qualifications, teaching and expertise.

Applications should include curriculum vitae and the names and contact information of three referees. Applications will be considered until the position is filled. Send applications and supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroot School of Business, McMaster University, 1280 Main Street West, Hamilton, ON, L8S 4M4; Email: [baba@mcmaster.ca](mailto:baba@mcmaster.ca); Fax: (905) 526-0852.

All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities and persons with disabilities.



## Psychology &amp; Sociology Instructors Arts and Science Division

The Arts & Sciences Division invites applications for full time positions in the Department of Psychology and Sociology. Responsibilities include eight months of teaching at the introductory and intermediate university levels, with two months of intercession available for concentrating on scholarly activities. Successful applicants will have a strong interest in teaching as a career priority and a teaching style that is effective, dynamic and current. They will also have a record of scholarly activities and an ability to work in a collegial environment. Grant MacEwan College is currently in a period of tremendous growth and change, with the possibility of degree granting on the horizon. The college offers a competitive benefits package and forty-four days of holidays. Ph.D. required or near completion.

## Psychology Instructor — Quote Competition No. 02.11.163

Two positions (one continuing and one seasonal [with possibility for renewal]), one position with expertise in social or personality, and the other with expertise in perception, biopsychology, or learning. Strong candidates in other substantive areas will also be considered.

## Sociology Instructor — Quote Competition No. 02.11.164

One continuing position with expertise in criminology, plus an ability to teach at least one of deviance, family, or social psychology. Strong candidates in other substantive areas will also be considered.

Applicants should include a curriculum vitae, graduate transcripts and recent teaching evaluations, if available. Candidates should also arrange for three letters of reference that quote the competition number and are to be submitted under separate cover.

SALARY: Based on education and experience.

CLOSING DATE: Friday, January 31, 2003 at 4:30 p.m.

Grant MacEwan College thanks all applicants for their interest in employment; however, only those selected for interviews will be contacted.

Grant MacEwan College employment opportunities can be viewed by visiting our website at [www.macewan.ca](http://www.macewan.ca). Click on Jobs at MacEwan.

## Grant MacEwan College

"Inspiring and enabling individuals to succeed in life through career and university studies"

Apply to:  
Human Resources Department  
Grant MacEwan College  
MacEwan Centre for the Arts  
Room 430, 18045 154 Street  
Edmonton, Alberta  
T5P 1P7  
Fax: (780) 497-5430  
PHONE: (780) 497-5434  
E-mail: [careers@macewan.ca](mailto:careers@macewan.ca)

## Simon Fraser University

## ASSISTANT PROFESSOR IN QUATERNARY GEOSCIENCE/ENGINEERING GEOLOGY Department of Earth Sciences

The Department of Earth Sciences at Simon Fraser University invites applications for a tenure track Assistant Professor in Quaternary Geoscience or Engineering Geology commencing September 1, 2003 and subject to final budgetary approval by the University. A PhD is required at the time of the appointment, and previous experience in research, teaching and/or industry is desirable. It is expected that the research activities of the successful candidate will complement those of researchers within the Department.

The successful candidate will be a key member of Simon Fraser University's new Centre for Natural Hazards Research and will develop strong collaborative ties with faculty in the several departments and schools at SFU, with scientists in the federal and provincial government, and with the private sector. Past experience in one or more fields of natural hazard research is desirable. An ability to convey critical geohazards information to the public and government officials is essential. The successful candidate will supervise both graduate and undergraduate students. Teaching responsibilities will include undergraduate level courses in the areas of Quaternary Geology or Engineering Geology, Geomorphology, Natural Hazards, field school, and a graduate course in the appointee's field of expertise. Eligibility for registration as a professional geoscientist (P(Geo) with the Association of Professional Engineers and Geoscientists of British Columbia (APEGC) is desirable.

For additional information about this position, see <http://www.sfu.ca/earth-sciences/>

All qualified candidates are encouraged to apply, however, Canadian Citizens and permanent residents will be given priority. Simon Fraser University is committed to an equity employment program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified women, aboriginal Canadians, persons with disabilities, and members of visible minorities.

Applicants are requested to submit a curriculum vitae, a statement of research and teaching interests, and the names, addresses, phone numbers and/or fax numbers, and email addresses of three referees. Applications or requests for further information should be directed to: Dr. D. Stead, Chair, Department of Earth Sciences, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5A 1S6. Phone: 604-291-4657. Fax: 604-291-4198. Email: [dstead@sfu.ca](mailto:dstead@sfu.ca)

Review of applications will begin February 17, 2003. Search will remain open until the position is filled.

Montreal, Quebec, Canada



# CAREERS CARRIÈRES

problème de frontiers. Les candidats intéressés doivent faire parvenir leur curriculum vitae incluant une lettre d'accompagnement et deux lettres de recommandations à: M. Lucie Maillet, Bureau des Ressources Humaines civiles (Kingston), Base des Forces canadiennes Kingston, C.P. 17000 Succursale Forces, Kingston, ON K7K 7B4, téléphone (613) 541-5000 poste 5037. Fax (613) 541-4496. Courriel électronique: maillet.luc@forces.gc.ca. La date prévue d'entrée en fonction est le 1er mai 2003. La date limite d'acceptation des candidatures est le 15 février 2003. Selon le loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Les personnes qui ont obtenu un diplôme d'études à l'étranger doivent prouver qu'il est équivalent des diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadienne sur les diplômes internationaux à l'adresse suivante: <http://www.cmc.ca/ocof/>. Le Collège militaire royal du Canada est une institution mixte et bilingue. Ce poste est ouvert également aux femmes et aux hommes. Cette information est aussi disponible en anglais by contacting maillet.luc@forces.gc.ca

## GENOMICS

■ **THE UNIVERSITY OF TORONTO** — The Department of Botany and the Faculty of Forestry invite applications for a tenure stream faculty position in the Assistant Professor level in the area of tree genomics/genetics. Areas for recruitment include, but are not limited to, plant/forestry molecular biology, forest genetics, gene expression and molecular applications and use of model systems for tree improvement. It is intended that the successful applicant will be named for a Canada Research Chair at the Junior (Tier II) level. Accordingly, the successful candidate is expected to be an outstanding scientist whose research and teaching will make major contributions to the field. The successful applicant will be expected to participate in both undergraduate and graduate teaching in the areas of molecular biology and genetics, and to interact with faculty in both Forest and Botany departments in related fields. Applicants should arrange to have four letters of reference sent directly to the address below, and to submit copies of significant publications, and statements of research and teaching interest to the Chair, Tree Genomics/Genetics Research Committee, Department of Botany, University of Toronto, 25 Wilcocks Street, Toronto, ON M5S 3A2 Canada before February 15, 2003. Inquiries should be directed to Dr. J. R. Coleman at coleman@utoronto.ca. The University of Toronto offers the opportunity to teach, conduct research, and live in one of the most diverse cities in the world, and is strongly committed to diversity in the community. The University especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of goals. All qualified candidates are encouraged to apply. Canadians and permanent residents will be given priority.

## GEOGRAPHY

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Science, has up to two limited-term appointments available, one in Urban Studies and one in Human and Urban Geography. Please see our full-page display ad in this issue.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Geography at the University of Waterloo invites applications for a tenure-track position in Geography at the Assistant Professor level specializing in Industry, Innovation and the Environment. Preference will be given to applicants who have an ability to conduct research and teach in one or more of the following areas: global/local industrial change; innovation, location decisions; urban/rural/community economic development; industrial ecology; environmental management systems; sustainable business; and quantitative methods. The successful candidate is expected to contribute to broader Faculty of Environmental Studies initiatives such as the Master's Program in Local Economic Development and the Environment and Business Program. The successful candidate is expected to be a strong contributor to research and teaching at both the graduate and undergraduate levels. The Department of Geography is part of the Faculty of Environmental Studies, which consists of the School of Architecture, the Department of Environment and Resource Studies, the Department of Geography, and the School of Planning. There are additional graduate programs in Local Economic Development and Tourism, and an undergraduate program in Environment and Business. For additional information about the Department of Geography, visit [www.fes.uwaterloo.ca/geography/](http://www.fes.uwaterloo.ca/geography/). The University of Waterloo is strengthening its capacity in industry, innovation and environment related research with the establishment of a Centre for Business, Entrepreneurship and Technology, the creation of new programs such as Environment and Business, and the establishment of the EYBA Chair in Entrepreneurship. Applicants must have a PhD in education, practical experience in the business or NGOs would be an asset. The appointment will be effective 1 September 2003. Applications must include a statement of career objectives and research goals, a personal assessment of experience and achievements, and a list of references. Applicants must include with the letter of application a curriculum vitae and the names and contact information of four possible referees. The first stage in the review of applications will be based on the letter of application and the CV. Referees will be contacted for those being considered in the second stage of the review. The review of applications will commence on 21 February 2003 and continue until the position is filled. Applications should be sent to: Chair, Faculty Search Committee, Department of Geography, Faculty of Environmental Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF LETHBRIDGE** — The Department of Geography invites applications for a three-year term position at the rank of Assistant Professor to begin 1 July 2003, subject to budgetary approval. A PhD is required (or to be completed in Geography, Earth or Atmospheric Science or a related discipline). The successful applicant will be expected to develop a continuing research program and to seek external research funding. New faculty members are eligible for funding in support of research and scholarly activities. We are seeking an interdisciplinary/scientist/citizenologist with a strong research program or outstanding scholarly potential, and the ability to offer instruction, internships and advanced courses in the department. The capability to offer other courses in physical geography and environmental science in the application of Geographical Information Science would be assets. The Department of Geography at The University of Lethbridge has a young enthusiastic group of faculty members that include physical and human geographers and anthropologists with diverse and active research programs. Our undergraduate majors in Geography have the opportunity to include a "Concentration in Geographical Information Science" in their programs. Faculty are also actively involved in multidisciplinary majors in Agricultural Studies, Canadian Studies, Environmental Science, and Urban and Regional Studies. The department is well equipped for research, with additional advanced laboratory facilities also available at collaborating Federal, Provincial, and other institutions in the Lethbridge area. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent culture and recreation opportunities, and attractive living conditions. Founded in 1957, the University has an enrolment of approximately 7,000 students, and offers a wide range of selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the best of both worlds. The University offers a strong research environment, and offers a non-smoking environment. For more information about the University please visit our web site at <http://www.uleth.ca>, or the department web site at <http://home.uleth.ca/~geo/>. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents. Canadians and permanent residents will be given priority. Applications should include a curriculum vitae, transcripts, teaching evaluations, a statement of research interests, and names and contact information of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. Ian MacLachlan, Chair, Department of Geography, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Telephone: (403) 325-2076, Fax: (403) 325-2070 or e-mail: [imac@uleth.ca](mailto:imac@uleth.ca). The closing date for applications is February 28, 2003.

## GEOGRAPHY & ENVIRONMENTAL STUDIES

■ **CARLETON UNIVERSITY** — The Department of Geography and Environmental Studies seeks applicants for a tenure-track position at the rank of Assistant Professor beginning July 1st, 2003. The appointment is subject to budgetary approval. Applicants must have a PhD in Geography with research expertise in geomatics and its applications to resource and environmental analysis complementary to the department's focus on human-environment interactions. The Department is committed to an integrative approach to addressing environmental issues, recognizing a need for awareness of both physical and social science aspects of these issues. Candidates are expected to develop an externally-funded research program and to teach graduate and undergraduate courses in geomatics methods and applications. Applicants should consult the Department's web site: <http://www.carleton.ca/geography/> for details of current research activities and course offerings. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. The deadline for applications is January 24th, 2003. Applications should include a letter describing research interests and teaching experience, a curriculum vitae, the names and addresses of three referees, and up to three reprints and should be addressed to: Dr. Simon Dett, Chair, Department of Geography and Environmental Studies, Room 8349 Loeb Building, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6.

■ **WILFRID LAURIER UNIVERSITY** — The Department of Geography and Environmental Studies invites applications for a tenure-track position at the rank of Assistant Professor, effective July 1, 2003, subject to budgetary approval. We seek candidates to contribute to the department's research and teaching and undergraduate teaching in resource management and environmental studies. We are particularly interested in candidates with expertise in social, community and policy aspects of resource management and environmental studies. Such expertise might include, resource co-management, community-based resource management, and First Nations and environment. Candidates will possess a PhD in geography, or a closely related discipline, at the time of appointment and demonstrate a clear promise of excellence in research, effectiveness in teaching, and a willingness to direct graduate research. Applicants should send a curriculum vitae, a short statement of research and teaching interests, up to three selected reprints, and the names and e-mail addresses of three referees to: Professor B. Shapiro, Chair, Department of Geography and Environmental Studies, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5. The closing date for applications and supporting materials is January 6, 2003, but further applications will be considered until the position is filled. Applicants can learn more about the Department and current faculty interests at <http://www.wlu.ca/~wgeog/>. We invite applications from Canadians and non-Canadians, but federal immigration regulations require that Canadian

Citizens and Permanent Residents will be considered first for this position. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

■ **WILFRID LAURIER UNIVERSITY** — The Department of Geography and Environmental Studies invites applications for a tenure-track position at the rank of Assistant or, in special circumstances, Associate Professor, effective July 1, 2003, subject to budgetary approval. We seek candidates with interests in one or more of urban geography, urban studies, gender, and urban social theory or areas of urban research expertise are also welcome. The appointee will be expected to contribute to undergraduate and graduate teaching and supervision in a combination of

fields, including urban and economic geography, and urban studies. In addition, the successful candidate will be expected to provide administrative support to the Urban Studies program as its Coordinator. Urban Studies is currently a small interdisciplinary program that is taken either as an option in combination with an honours program or a general degree major, or as a minor. The Faculty of Arts has intentions to expand this program and strengthen its links to other programs in the Faculty of Arts. Candidates will possess a PhD in geography, or a closely related discipline, at the time of appointment and demonstrate a clear promise of excellence in research, effectiveness in teaching, and a willingness to direct graduate research. Applicants should send a curriculum vitae, a short statement of research and teaching interests, up to three selected reprints, and the names

and e-mail addresses of three referees to: Professor B. Shapiro, Chair, Department of Geography and Environmental Studies, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5. The closing date for applications and supporting materials is January 6, 2003, but further applications will be considered until the position is filled. Applicants can learn more about the Department and current faculty interests at <http://www.wlu.ca/~wgeog/>. We invite applications from Canadians and non-Canadians, but federal immigration regulations require that Canadian Citizens and Permanent Residents will be considered first for this position. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

## GERMAN

■ **WILFRID LAURIER UNIVERSITY** — The Department of Languages and Literatures invites applications for a one-year limited term appointment at the Assistant Professor level, effective July 1st, 2003, subject to budgetary approval. Duties include teaching German language courses and all levels. The successful applicant will have expertise in the general area of second-language acquisition and pedagogy, in the teaching and methodology of German as a foreign language (GFL), and experience in computer-assisted language learning and the use of multimedia in language teaching. Candidates should preferably have experience in drama pedagogy, interest in teaching culture related topics, and desire to coordinate student related cultural



# McGill

## Dean of the Faculty of Arts

McGill University seeks outstanding candidates with demonstrated scholarly and leadership abilities for the position of Dean of the Faculty of Arts. The renewable five-year appointment, to replace the incumbent whose term ends May 31, 2003, will coincide with a unique period for the Faculty that we believe will be an "Arts Renaissance at McGill". The Faculty is vibrant, pluralistic, challenging and engaged scholarly community that is dedicated to reaffirming the importance of a liberal education. Over the next five years the Faculty will be making a substantial number of tenure and tenure-track appointments resulting in significant staff growth.

The Dean will lead a Faculty characterised by a strong sense of collegiality and creativity in teaching and research. The Dean will build upon the Faculty's traditional strengths, while providing strong academic leadership for renewed vigour and movement in new directions. This will involve not only reinforcing the traditional Social Sciences and Humanities disciplines, but also opening up new opportunities for cross-disciplinary research and teaching. The new Dean's tenure will also coincide with the University Capital campaign, which the Faculty sees as a significant opportunity to raise the new resources that will allow it to continue to attract the best undergraduate and graduate students from around the world, as well as to renovate and enlarge the Faculty's physical infrastructure. The language of instruction at McGill is English. It is anticipated that the successful candidate will also be able to work or be able to develop the skills to work in French.

Applications should be submitted with a detailed curriculum vitae and the names and addresses of at least three referees. Nominations are also welcome. Review of applications will begin on February 1, 2003. Applications and nominations should be addressed to:

Dr. Luc Vinet, Provost and Vice-Principal (Academic)

McGill University  
845 Sherbrooke Street West, Room 608  
Montreal, QC H3A 2T5

[www.mcgill.ca](http://www.mcgill.ca)

McGill University is committed to equity in employment. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.



# McGill

## Kennedy Smith Chair of Catholic Studies

The Dean of Arts invites applications from distinguished scholars in fields related to Catholic Studies. The Faculty of Arts offers a Minor Concentration in Catholic Studies. The program seeks to foster an understanding of the influence of Catholicism on human history and culture. The appointment is to begin September 1, 2003 and is for a limited term (from 12 months to 3 years). French is an asset. Applications must include a CV and a statement on how the candidate would enhance the Catholic Studies Program. Review of applications will begin on January 31, 2003 and will continue until the position is filled. Nominations would also be welcome.

Please send nominations and applications to:  
The Dean, Faculty of Arts  
McGill University  
853 Sherbrooke Street West  
Montreal, QC H3A 2T6

[www.mcgill.ca](http://www.mcgill.ca)

In accordance with Canadian immigration requirements this advertisement is addressed in first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

## Doyen de la faculté des arts

L'Université McGill est à la recherche de candidats possédant des qualités avérées de dirigeant et de chercheur pour pourvoir le poste de doyen de la faculté des arts. Cette nomination d'une durée de cinq ans renouvelable, dont le but est de remplacer l'actuel titulaire dont le mandat expirera le 31 mai 2003, coïncidera avec une période exceptionnelle pour la faculté qui marquera, nous l'espérons, « la Renaissance des arts à McGill ». La faculté est un milieu dynamique et pluraliste de chercheurs profondément engagés dont l'objectif est de sans cesse réaffirmer l'importance d'une éducation libérale. Au cours des cinq prochaines années, la faculté procédera à un grand nombre de nominations à des postes permanents et conduisant à la permanence, ce qui se traduira par une importante augmentation des effectifs.

Le doyen dirigera une faculté qui se singularise par un profond sentiment de collegialité et de créativité au chapitre de l'enseignement et de la recherche. Il ou elle sera appelé(e) à raffirmer les atouts traditionnels de la faculté, tout en possédant d'indéniables qualités de dirigeant en matière d'innovation et de mouvance dans de nouvelles directions. Cela ne consiste pas seulement à renforcer les disciplines traditionnelles des sciences humaines et sociales, mais à ouvrir de nouvelles possibilités de recherche et d'enseignement transdisciplinaires. La nomination du nouveau doyen coïncidera également avec la campagne de souscription de l'Université, dans laquelle la faculté verra une occasion inestimable d'obtenir de nouvelles ressources qui lui permettront de continuer à attirer les meilleurs étudiants des trois cycles du monde entier, et à rénover et à agrandir ses infrastructures matérielles. À McGill, la langue d'enseignement est l'anglais. Il est souhaitable que le candidat retenu puisse travailler ou acquiesse la capacité de travailler en français.

Veuillez faire parvenir votre dossier de candidature comportant un curriculum vitae détaillé et le nom de l'adresse d'un monsieur ou madame. Nous accueillons favorablement les mises en candidature. L'examen des dossiers débutera le 1er février 2003. Les candidats et les mises en candidature doivent être adressées à: Monsieur Luc Vinet, vice-principal exécutif et aux affaires académiques, Université McGill, 845, rue Sherbrooke ouest, Bureau 608, Montréal (Québec) H3A 2T5.

L'Université McGill soutient à l'égard de matière d'emploi. Tous les candidats qualifiés sont vivement encouragés à postuler ce poste, nous tenons néanmoins à vous signaler que les citoyens et les résidents permanents du Canada se verront accorder la priorité.

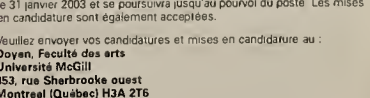


## Chaire Kennedy Smith d'études catholiques

Le doyen de la faculté des arts invite d'éminents chercheurs dans des domaines ayant trait aux études catholiques à présenter leur candidature. La faculté des arts offre une concentration mineure en études catholiques. Le programme a pour but de mieux faire comprendre l'influence du catholicisme sur l'histoire et la culture de l'humanité. L'entrée en fonction se fera le 1er septembre 2003 pour une durée limitée (entre 12 mois et trois ans). La connaissance du français est souhaitable. Les dossiers de candidature doivent comporter un curriculum vitae et une déclaration sur la façon dont le candidat entend contribuer au programme d'études catholiques. L'examen des candidatures débutera le 31 janvier 2003 et se poursuivra jusqu'au pourvoi du poste. Les mises en candidature sont également acceptées.

Veuillez envoyer vos candidatures et mises en candidature au: Doyen, Faculté des arts, Université McGill, 853 rue Sherbrooke ouest, Montréal (Québec) H3A 2T6.

Conformément à la législation canadienne en matière d'immigration, cette annonce s'adresse en premier lieu aux citoyens et aux résidents permanents du Canada. L'Université McGill soutient à l'égard de matière d'emploi.



## CARRIERS CARRIÈRES

and social events. Preference will be given to candidates who have teaching experience and a PhD in hand at the time of appointment. Please send a curriculum vitae, teaching dossier with evaluations (where applicable), a statement of research interests and arrange for the forwarding of three letters of recommendation by February 7, 2003 to: Dr. A. Chabot, Chair, Department of Languages and Literatures, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5. All qualified candidates are encouraged to apply. However, Canadian citizens and Permanent Residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

**CONCORDIA UNIVERSITY** — The Faculty of Arts and Science, has up to two limited-term appointments available in German. Please see our full-page display ad in this issue.

## GESTION

**L'UNIVERSITÉ MCGILL** — La Faculté de gestion est à la recherche de candidats pour postes de professeurs adjoints et de professeurs ordinaires. Les candidats doivent avoir une expérience de recherche et de l'enseignement. Les candidats doivent avoir une maîtrise ou un doctorat en gestion et une expérience de recherche et de l'enseignement. Les candidats doivent avoir une maîtrise ou un doctorat en gestion et une expérience de recherche et de l'enseignement. Les candidats doivent avoir une maîtrise ou un doctorat en gestion et une expérience de recherche et de l'enseignement.

en commerce, de MBA et de PhD. Fautes parvenir votre candidature, ainsi que trois lettres de références et diplômes (copies), obtenus au Vite-avant — affaires académiques, Faculté de gestion, 3001, rue Sherbrooke ouest, Montréal, Québec, H3A 1G5, avant le 31 janvier 2003. Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi sont réservées aux citoyens canadiens et aux résidents permanents. L'université McGill soutient l'équité en matière d'emploi.

## GLOBAL STUDIES

**WILFRID LAURIER UNIVERSITY** — The Global Studies and Canadian Studies Programs at Wilfrid Laurier University invite applications for a joint Limited Term appointment at the Assistant Professor level, in Canadian Studies and in Global Studies, effective July 1, 2003, subject to budgetary approval. The successful candidate will be responsible for teaching and administrative tasks both in Canadian Studies and in Global Studies. Candidates must have a completed PhD and be committed to working in an interdisciplinary context. They will be expected to participate in the administration of the Health and Society Programme and to show initiative in the development of health studies at York. As well, the successful candidate will be expected to teach in a Graduate Programme at York University. Applicants should submit a curriculum vitae, a cover letter outlining research interests, a current teaching dossier, a writing sample (approx. 20 pages) and arrange for three letters of reference to be sent to: Dr. Len Friesen, Director, Global Studies Program, Wilfrid Laurier University, Waterloo, ON N2L 3C5 by March 1, 2003. All qualified candidates are encouraged to apply. However, Canadian citizens and Permanent Residents of Canada will be considered first for the position.

position. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

## HEALTH &amp; SOCIETY

**YORK UNIVERSITY** — The Faculty of Arts, Division of Social Science seeks candidates for a tenure-stream appointment at the Assistant Professor level in the entire interdisciplinary study of health, illness and health care commencing July 1, 2003. A PhD or equivalent, is required. Applicants must have a demonstrated record of critical, interdisciplinary scholarship and/or teaching experience in one or more of the following areas: 1) social history and/or anthropology of health and illness in North America or Europe; 2) effects of corporate involvement in health research and health care; 3) role of globalization and poverty in the spread of new and resurgent infectious diseases; 4) alternative health care systems and practices; 5) social and environmental health movements. In addition to teaching duties, the successful candidate will be expected to participate in the administration of the Health and Society Programme and to show initiative in the development of health studies at York. As well, the successful candidate will be expected to teach in a Graduate Programme at York University. Applicants should submit a curriculum vitae, a cover letter outlining research interests, and a sample publication, and to have three referees send letters of reference directly to: Dr. Mary Louise Clavin, Chair, Division of Social Science, 3756A Ross Building, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, tel: (416) 736-2100 x7812; fax: (416) 736-5574, email: mclavin@yorku.ca. All appointments are subject to budgetary approval. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position; applications are invited from qualified individuals regardless of their immigration status in Canada.

## HISTORY &amp; PHILOSOPHY OF SCIENCE

**CONCORDIA UNIVERSITY** — The Faculty of Arts and Science, has one limited-term appointment for a candidate specializing in the History and Philosophy of Science. Please see our full-page display ad in this issue.

## HUMAN RESOURCES/ MANAGEMENT

**McMASTER UNIVERSITY** — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant Professor level, commencing July 1, 2003 in the area of Human Resources/Management. The successful candidate should be a Ph.D. holder with a minimum of five years of teaching and research experience in one or more of the following areas: Human Resources/Strategic HR, Industrial Relations or Organizational Behaviour. The successful candidate will be expected to teach in a Graduate Programme at York University. Applicants should submit a curriculum vitae, a cover letter outlining research interests, and a sample publication, and to have three referees send letters of reference directly to: Dr. Mary Louise Clavin, Chair, Division of Social Science, 3756A Ross Building, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, tel: (416) 736-2100 x7812; fax: (416) 736-5574, email: mclavin@yorku.ca. All appointments are subject to budgetary approval. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position; applications are invited from qualified individuals regardless of their immigration status in Canada.

## HISTORY

**CONCORDIA UNIVERSITY** — The Faculty of Arts and Science, has up to two limited-term appointments available, one in Canadian History and one in European History. Please see our full-page display ad in this issue.

**THE UNIVERSITY OF SASKATCHEWAN** — The Department of History invites applications for a tenure-track position at the Assistant Professor level in the history of the Continental Europe in the Twentieth Century (excluding Russia). This appointment will begin on July 1, 2003 at the

assistant professor level. PhD and publications are strongly preferred. Evidence of a strong commitment to research and of excellence in teaching is required. Applicants should submit their letters of application, curriculum vitae, and any other supporting materials, along with three confidential letters of reference to: Larry Stewart, Head, Department of History, University of Saskatchewan, 9 Campus Drive, Saskatoon, Saskatchewan, S7N 5A5, Canada, (Fax: 306-966-5852; E-mail: larry.stewart@usask.ca). The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups in their applications. This position has been cleared for advertisement at the first level. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. The closing date of applications will commence on February 1, 2003.

## HUMAN RESOURCES/ MANAGEMENT

**McMASTER UNIVERSITY** — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant Professor level, commencing July 1, 2003 in the area of Human Resources/Management. The successful candidate should be a Ph.D. holder with a minimum of five years of teaching and research experience in one or more of the following areas: Human Resources/Strategic HR, Industrial Relations or Organizational Behaviour. The successful candidate will be expected to teach in a Graduate Programme at York University. Applicants should submit a curriculum vitae, a cover letter outlining research interests, and a sample publication, and to have three referees send letters of reference directly to: Dr. Mary Louise Clavin, Chair, Division of Social Science, 3756A Ross Building, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, tel: (416) 736-2100 x7812; fax: (416) 736-5574, email: mclavin@yorku.ca. All appointments are subject to budgetary approval. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position; applications are invited from qualified individuals regardless of their immigration status in Canada.

## INDUSTRIAL DESIGN

## CARLETON UNIVERSITY

**CARLETON UNIVERSITY** — The School of Industrial Design invites applications for a tenure-track position at the Assistant Professor level to commence July 1, 2003. This position is subject to budgetary approval. We seek a candidate who will be a team player with a strong commitment to the School. Qualifications include: a professional degree in industrial design and an advanced degree in the discipline or a related field, professional design accomplishment, and demonstrated expertise in product development, form development and a high level of computer competency. Teaching experience is desirable. Responsibilities include: teaching project courses in a studio environment as well as lecture-based design curriculum courses, engaging in a rigorous program of research and actively participating in service to the School, the University and the profession. The School is a part of the Faculty of Engineering and Design and offers a four-year program leading to the Bachelor of Industrial Design (BID degree). Currently the school is planning a graduate program at the masters level. Applicants should send a letter of interest and design education portfolio (minimum 30 labeled images with explanation; slides or CD-ROM) and three (3) letters of reference to: Professor David G. Hogg, School of Industrial Design, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, Telephone: (613) 520-5072, Fax: (613) 520-4655. Information on the School and its program can be obtained from our website: <http://www.id.carleton.ca>. Salary will be commensurate with qualifications and experience. Application deadline is February 14, 2003 or until the position is filled. All qualified candidates are encouraged to apply. The University of Canada and Permanent Residents will be given priority. Carleton University is committed to equality of employment and welcomes applications from all qualified persons and persons with disabilities. Persons from these groups are encouraged to apply.

## INFORMATION SYSTEMS &amp; TECHNOLOGY

## THE UNIVERSITY OF WATERLOO

**THE UNIVERSITY OF WATERLOO** — The Department of Management Sciences in the Faculty of Engineering invites applications for a tenure-track, faculty position at the Assistant or Associate Professor level in the area of Information Systems and Technology. We seek an individual with a PhD who is capable of teaching, research and graduate student supervision with a technical focus in areas such as decision support systems, telecommunications management, electronic commerce, information retrieval, software engineering, human computer interaction or database management. Strong preference will be given to applicants whose research area is of particular relevance within an Engineering Faculty. A background in computer science, electrical engineering, operations research, decision theory or information science is a strong advantage. A complete description of the Department of Management Sciences can be found at the department web site <http://www.man.uwaterloo.ca/careers.html>. All qualified candidates are encouraged to apply; however, Canadians and

## INFORMATION SYSTEMS &amp; TECHNOLOGY

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Permanent Residents will be given priority. The University encourages applications from women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds. Salary will be competitive and commensurate with qualifications and experience. Please send, by January 31, 2003, a detailed Curriculum Vitae (including a summary of research and teaching interests), a completed Rotorin-Career Information Form at level one or more unpublished or published research papers (if available), and names and addresses of three referees (Prof. Elizabeth Jewkes, Chair, Department of Management Sciences, University of Waterloo, 200 University Ave. West, Waterloo, Ontario, Canada N2L 3G1; e-mail: [emj@uwaterloo.ca](mailto:emj@uwaterloo.ca)).

## ITALIAN

**CONCORDIA UNIVERSITY** — The Faculty of Arts and Science, has one limited-term appointment in Modern Italian Literature and Culture. Please see our full-page display ad in this issue.

## ITALIAN &amp; FRENCH STUDIES

**ST. JEROME'S UNIVERSITY** — The Department of Italian and French Studies at St. Jerome's University in the University of Waterloo invites applications for a tenure-track position in Italian and French Studies at the rank of Assistant Professor, commencing July 1, 2003. St. Jerome's University is a publicly-funded Roman Catholic liberal arts university, fully federated with the University of Waterloo. As our mission focuses primarily on teaching and research, we will emphasize both teaching excellence and a spirit of collegiality benefiting a multidisciplinary environment. Successful candidates will have a PhD in Italian Studies with a strong background in French, or a PhD in French Studies with a strong background in Italian, or a PhD in Comparative Literature/ Studies with a significantly dominant base in Italian and French. The candidate will also have an excellent command of English and French, a good command of English, evidence of strong teaching, and an actively developing research program. Duties will include the teaching of undergraduate courses in both Italian and French, research, and service. Applications from women and men who are familiar with and sympathetic to the traditions of the Roman Catholic faith are encouraged. Interest in and ability to make research contributions to the field is a minimum starting salary of \$48,529 for an Assistant Professor is \$48,529. The closing date for applications is February 31, 2003. Applications must contain a detailed letter explaining your interest and suitability for this position, a curriculum vitae, statement of research interests, and a list of referees and research agenda, and three confidential letters of recommendation sent under separate cover to the undersigned referees at the candidate's request. Please address applications to: Dr. Robert Nicolci, Chair, Department of Italian and French Studies, St. Jerome's University, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada, St. Jerome's University is committed to the principles of employment equity.

## JOURNALISM

**CONCORDIA UNIVERSITY** — The Faculty of Arts and Science, has one limited-term appointment available in Journalism. Please see our full-page display ad in this issue.

## JOURNALISM &amp; COMMUNICATION

**CARLETON UNIVERSITY** — Subject to budgetary approval, Carleton University invites applications for two, two-year term appointments, one at the rank of Assistant Professor and one at the rank of Associate Professor in the Journalism and Communication Program of the School of Journalism and Communication. Areas of emphasis within the Communication degrees include: sociological perspectives of communication, international communication, history of communication, political economy of communication, and communication technology. Candidates should be able to demonstrate teaching and research achievements in one or more of these areas. Successful candidates will be expected to contribute to both graduate and undergraduate levels. Anticipated starting date of the appointments is July 1, 2003 (negotiable). Applicants should provide a detailed curriculum vitae and arrange for three letters of reference to be sent to: Dr. Paul Attallah, Chair, Hiring Committee (Communication), School of Journalism and Communication, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. Carleton University is committed to equality of employment and welcomes applications from all qualified persons and persons with disabilities. Persons from these groups are encouraged to apply. The applications of Canadian citizens and Permanent Residents will be given priority. All qualified candidates are encouraged to apply. The closing date for applications is February 28, 2003 or until the position is filled.

## KINESIOLOGY

**THE UNIVERSITY OF SASKATCHEWAN** — The College of Kinesiology, University of Saskatchewan, Saskatoon, invites applications for a permanent (without term) position at the Lecturer rank. The successful applicant will teach 18-21 C.A. per year, serve as requested on appropriate College and University committees, and participate in the College processes of the College of Kinesiology. The primary teaching responsibilities include foundational activity/theory courses in kinesiology. These include, but are not limited to: "How the body moves (biomechanics and the medium)", "How the body moves implements and properties", "Physical Activity Applications to Health". Successful candidates will collaborate in scholarly/research work and/or professional practice through the College's community programs. The position is a Masters degree in Kinesiology or Physical Education and certification (Coaching Association of Canada Level 3). The applications of Canadian citizens and Permanent Residents are encouraged. A Bachelors degree in Education and previous experience in teaching physical education methods at the university level is preferred. Salary scale at the Lecturer level is \$38,100-\$56,412. Starting salary will



Halifax, Nova Scotia, Canada

## Tier II Canada Research Chair Sociology &amp; Criminology

The Department of Sociology and Criminology at Saint Mary's University invites applications or nominations for outstanding scholars for a Tier II Canada Research Chair. We are seeking a candidate with an exemplary research record in criminological research. The specific research field is open but we are particularly interested in a candidate whose research addresses international and/or global issues which might include such areas as: crime and international development, international security, human rights, international law reform, crime prevention, corporate/environmental crime or international trafficking of humans, drugs or arms.

The Government of Canada funds the Canada Research Chair programme to promote world-class research in Canadian universities. According to the guidelines for Tier II Chairs, the successful candidate must possess a PhD and demonstrate an exemplary research record. The Tier II Chairs are normally aimed at candidates who received a PhD no more than 10 years prior to their nomination (for more information see [www.chairs.gc.ca](http://www.chairs.gc.ca)).

The Department of Sociology and Criminology is the largest and fastest growing arts department at Saint Mary's. We offer degrees in both Sociology and Criminology — the only university in Atlantic Canada, and one of the few in the country, to offer a stand-alone B.A. in Criminology. We also offer one of the few Canadian graduate programmes in Criminology and the only one available in Atlantic Canada. The faculty in our department, as well as university-wide, is involved in a diverse range of well funded and published research including many projects of an interdisciplinary and international nature.

Saint Mary's has a distinctly international character which is reflected in its proportion of international students and its success in securing funding for international projects. Saint Mary's has a number of active collaboration agreements with universities and educational agencies around the world. The Department is particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment.

Saint Mary's is located in Halifax, Nova Scotia — a dynamic cultural centre with a large academic community. The large number of universities in the vicinity provides diverse opportunities for research collaboration across many disciplines. Halifax offers all the advantages of a major urban setting but is situated close to some of the most picturesque locations in Canada, offering a unique quality of life.

We welcome informal inquiries or questions. Formal applications should include a curriculum vitae, a three to four page statement of research interests and future plans, a sample of publications and the names and addresses of three referees. We will begin reviewing applications on February 15, 2003 and continue until the position is filled. Saint Mary's is committed to the principles of employment equity. Canadian candidates from outside of Canada, or of other nationalities, are encouraged to apply. This position is subject to review by the Canada Research Chair Secretariat.

Please direct inquiries and/or applications to: Sandra Bell, Criminology Graduate Program Co-ordinator, Department of Sociology and Criminology, Saint Mary's University, Halifax, NS Canada, B3H 3C3. Email: [sandra.bell@stmarys.ca](mailto:sandra.bell@stmarys.ca); Tel: (902) 420-5889, Fax: (902) 420-5121.



Founded 1899

Brandon University

Brandon, Manitoba

Canada R7A 6A9

Tel: (204) 727-9656

Fax: (204) 728-3326

[macneill@brandonu.ca](mailto:macneill@brandonu.ca)

For more information visit:

[www.brandonu.ca](http://www.brandonu.ca)

"Something Special"

The Faculty of Education at Brandon University offers both a concurrent program and an after-degree program in the Bachelor of Education. The Faculty also offers a Master of Education program with specializations in Curriculum Studies, Educational Administration, Guidance and Counseling, and Special Education.

The Faculty operates a number of teacher-education programs which are designed to meet the needs of schools in specific regions of the province as well as providing access for specific groups of people. The Program for the Education of Native Teachers (PENT) is seeking to fill the position of Director. This is a probationary (tenure-track) position.

Duties:

The successful candidate will be responsible to the Dean of Education for the administration of daily operations, including making contractual agreements within the program; employment of all faculty and support staff; supervision of personnel; development and implementation of operational policies and procedures; budget proposals and implementation; program planning and delivery; supervision of field experience; and liaison with government, local agencies and authorities, school officials, and students.

Qualifications:

Applicants should possess a Master of Education in an appropriate area of study with expertise and successful experience in public or band-controlled schools. Applicants must meet the Manitoba qualifications for a teaching certificate. As Brandon University has a rural, Aboriginal and northern mandate, experience or preparation in these areas is valued.

Starting date: May 1, 2003

Deadline for applications: March 1, 2003 or when position filled

Rank and Salary: Commensurate with qualifications and experience.

Applicants should submit a copy of their curriculum vitae, transcripts, a statement of writing and research interests, copies of relevant publications, and the names and addresses of three referees.

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.





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# OPPORTUNITIES FOR PSYCHOLOGISTS

## PSYCHOLOGY

■ **THE UNIVERSITY COLLEGE OF CAPE BRETON** invites applications for a tenure-track Clinical Psychology Assistant Professor position to commence July 2003. This position is subject to budgetary approval. UCCB is primarily an interdisciplinary institution that offers a range of three and four year BA and BSc programs in Psychology as well as BA Community Studies and BSc Community Studies concentrations. The primary teaching responsibilities include Clinical, Health and Introductory Psychology. Other teaching responsibilities may be combined with the ability to teach Learning being an asset. Candidates should have a PhD for or near completion and demonstrate a commitment to excellence in undergraduate teaching. Evidence of research potential is required. Preference will be given to candidates with a suitable publication history and the ability to supervise honours thesis. The union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT). UCCB is an equal opportunity employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Qualified candidates should send a letter of application, curriculum vitae, a statement of a curriculum vitae, academic transcripts and three letters of reference to the contact person at: [hr@uccb.ns.ca](mailto:hr@uccb.ns.ca) on February 14, 2003. Please quote reference number PCH202 on all correspondence.

■ **COOK COLLEGE UNIVERSITY** - The Faculty of Arts and Sciences, has up to six limited-term appointments available in its Department of Psychology. Please see our full-page display ad in this issue.

■ **THE UNIVERSITY OF TORONTO AT MISSISSAUGA** - The Department of Psychology invites applications for a tenure track faculty position in Mammalian Behavior/Genetics at the level of Assistant or early career Associate Professor. Within two years of appointment, effective July 1, 2004, the successful candidate will be nominated for a Tier II Chair in the prestigious Canada Research Chair Program. (<http://www.chairs.gc.ca>). These federally endowed chairs are open to all nationalities. The successful applicant will join a research cluster of one existing CRC in Behavioral Genetics, one other new CRC in a related area and a team of other neuroscientists working with the new Neuroscience Centre for Research on Biological Communication Systems. The position is in the Psychology Department, University of Toronto at Mississauga, one of three campuses of the University of Toronto, is located in the City of Mississauga, on the western border of Toronto, approximately 20 km from Toronto's Civic Centre. In light of the extensive expansion of the University of Toronto over the next 10 years, we anticipate the addition of many new positions in Psychology and Life Sciences. New buildings are being constructed, and existing laboratory facilities are being renovated to support expansion in Biotechnology, Behavioral Genetics, Human Communications. Please see our website for further details (<http://www.utoronto.ca/~w3p3/>). Interested applicants should submit a curriculum vitae, statement of research and teaching interests, and copies of representative publications to: Dr. Alison S. Fleming, Department of Psychology, University of Toronto at Mississauga, Mississauga, Ontario, Canada L5L 1C6. Three letters of recommendation should also be sent to Dr. Fleming. The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals. All qualified individuals are encouraged to apply; however, Canadian and permanent residents will be given priority. The University is strongly committed to diversity within its community. The University especially welcomes applications from visible minority groups, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. The deadline for submission and letters of reference is 1 March 2003, although the search will remain open until a successful candidate is found.

■ **THE UNIVERSITY OF LETHBRIDGE** - The Department of Psychology and Neuroscience invites applications for a three-year term position in Cognitive Psychology at the rank of Assistant Professor to begin 1 July 2003. Successful candidates will be given priority. We are seeking an individual with a strong research record and strong commitment to teaching, research, and the supervision of undergraduate and graduate students. The successful candidate will be joining a department with established strengths in evolutionary psychology and behavioral neuroscience. New Faculty are eligible for funding to support research and scholarly activities. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny day climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1958, the University has an enrolment of approximately 7,000 students. Our focus on liberal education, selected professional programs and smaller classes, co-op placements and involvement of students in faculty research provides the very best education available. The University of Lethbridge is an equal opportunity employer. For more information about the University please visit our web site at [www.uleth.ca](http://www.uleth.ca). The position is open to all qualified individuals, although preference will be given to Canadian citizens and permanent residents of Canada.

Applications should include a curriculum vitae, statement of research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. Sergio Pellis, Chair Cognitive Search, Department of Psychology and Neuroscience, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. The closing date for applications is February 28, 2003.

■ **THE UNIVERSITY OF WATERLOO** - The Department of Psychology invites applications for a tenure-track assistant professor in Behavioral/Cognitive Neuroscience. The successful candidate must have a PhD in Behavior or Cognitive Neuroscience or related field. We are seeking an individual with a strong research record and strong commitment to teaching, research, and the supervision of undergraduate and graduate students. Our preference is for someone with expertise in human cognitive neuroscience/neuropsychology. Information regarding the Department can be found at: <http://www.psychology.uwaterloo.ca>. The anticipated start date for the position is July 1, 2003. Review of applications will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to Behavioral/Cognitive Neuroscience Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** - The Department of Psychology invites applications for a tenure-track assistant professor in our CPA and APA accredited Clinical Psychology Training Program. Candidates should have a PhD from an accredited clinical psychology program, an approved internship, and should be registered or eligible for registration with the Ontario College of Psychologists. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research projects, and the conduct of an on-going research program. We have a preference for someone with child clinical interests, although applicants with adult clinical expertise will also be considered. We welcome applicants who have a strong, well-documented research investment that will be attractive to graduate students. Information about the Department can be found at <http://www.psychology.uwaterloo.ca>. The anticipated start date for the position is July 1, 2003. Review of applications will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** - The Department of Psychology invites applications for a tenure-track assistant professor in Developmental Psychology. The successful candidate must have a PhD in Developmental Psychology or related area and strong commitment to teaching, research, and the supervision of undergraduate and graduate students. Information regarding the Department can be found at <http://www.psychology.uwaterloo.ca>. The anticipated start date for the position is July 1, 2003. Review of applications will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Developmental Psychology Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** - The Department of Psychology invites applications for a tenure-track assistant professor in Organizational/Organizational Psychology. The successful candidate must have a PhD in Psychology, Industrial/Organizational Psychology, or equivalent field and a strong interest in developing an independent research program. Candidates with expertise in either personnel or organizational psychology will be given priority. The successful candidate will be responsible for undergraduate and graduate student supervision, and the conduct of an on-going research program. Information about the Department can be found at <http://www.psychology.uwaterloo.ca>. The anticipated start date for the position is July 1, 2003. Review of applications will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Organizational Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. This appointment is subject to the availability of funds.

## RELIGION

■ **CONCORDIA UNIVERSITY** - The Faculty of Arts and Science, has up to three limited-term appointments available, one each in Jewish Studies, Hindu Studies and East Asian Religions. Please see our full-page display ad in this issue.

## RELIGION & CULTURE

■ **WILFRID LAURIER UNIVERSITY** invites applications for a one-year, limited-term, sabbatical replacement commencing July 1, 2003. Rank and salary are dependent upon qualifications and subject to budgetary approval. The area of specialization is sociology of religion/religious in contemporary society. The successful candidate should have a completed, or almost completed, PhD in religious studies or an allied field such as sociology. Among courses that the candidate may be asked to teach are Religion and Social Change; Contemporary Religious Issues and Movements; Religion and Cultural Studies; Religion and Postmodernism; Religion and Popular Culture. Applicants must show evidence or promise of superior teaching ability and of significant research and publication. Applicants should send a letter of application, curriculum vitae, transcripts, sample publications, and teaching dossier (including, for example, course evaluations and course outlines). Letters fully and candidly assessing the applicant should be sent directly from three referees. Applications should be sent to the chair of the search committee, Dr. Janet McLean, Department of Religion and Culture, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3C5; queries may be addressed to [jmclean@uwaterloo.ca](mailto:jmclean@uwaterloo.ca). Information about the Department of Religion and Culture can be found at: <http://www.wlu.ca/~wrenred/index.html>. The deadline for receipt of materials is January 25, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

## SCIENCE EDUCATION

■ **THE UNIVERSITY OF WINDSOR** invites applications for tenure-track faculty positions in the Faculty of Education in the areas of Mathematics, Music, Language Arts, Social and Cultural Foundations, and Educational Policy and Leadership commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at <http://www.uwindsor.ca/facultyopenings>. Contact: Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, ON, N9B 3P5 Tel: 519 253-3000 Ext. 3801; Fax: 519 971-3512; Email: [progers@uwaterloo.ca](mailto:progers@uwaterloo.ca). For information on the University of Windsor visit the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or [recruit@uwaterloo.ca](mailto:recruit@uwaterloo.ca).

## Lakehead UNIVERSITY

### NSERC TIER II CANADA RESEARCH CHAIR

The Canada Research Chairs (CRC) Program was established by the Government of Canada to foster world-class centres of research excellence in the global, knowledge-based economy. Lakehead University is seeking to fill one Natural Sciences and Engineering Research Council of Canada (NSERC) Tier II Chair and invites Canada Research Chair (CRC) applications and nominations within three of our four strategic research areas: Health, Society and Culture; High Technology; and Resource-Based Competitiveness and the Environment. Tier II candidates must be acknowledged by their peers as having the potential to lead their research fields. This appointment shall be at the Assistant or Associate Professor level. For additional details regarding the strategic research areas, interested candidates are directed to Lakehead University's CRC Strategic Research Plan at [www.lakeheadu.ca/~research/www/chairs.html](http://www.lakeheadu.ca/~research/www/chairs.html).

Lakehead University is located at the head of the Great Lakes in Thunder Bay, Ontario, Canada, and offers a comprehensive array of programs in the Arts and Sciences, Business, Education, Engineering, Forestry, Kinesiology, Nursing and Outdoor Recreation. A significant mandate of the University is to serve the vast region of Northwestern Ontario and the Aboriginal community through on-campus and community based programming, part-time studies and distance education. Lakehead is a national and international institution and a large proportion of its approximately 6,500 students come from outside the region. The University has some 250 faculty engaged in teaching and research, and an additional 400 full-time staff. A strategic plan has been developed to position Lakehead for future growth and development in a changing environment. For more information about Lakehead University, please visit our web site at [www.lakeheadu.ca](http://www.lakeheadu.ca).

Applications and nominations including a curriculum vitae, five year research plan (relating it to the university strategic research plan), and three (3) confidential letters of recommendation sent under separate cover by the candidate's referees should be forwarded to:

Dr. Harun Rasid  
Acting Associate Vice-President Research  
Lakehead University, Thunder Bay  
Ontario, Canada, P7B 5E1

Review of applications will begin on February 7, 2003.

Please note that all CRC positions are subject to review and final approval by the CRC Secretariat in Ottawa. For additional information on the CRC Program, please visit the program website at: [www.chairs.gc.ca](http://www.chairs.gc.ca).

*Lakehead University is committed to Employment Equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities. The Canada Research Chairs Program imposes no restrictions on nominees with regard to nationality or country of residence. Procedures which allow non-Canadian nominees to work in Canada have been established by Human Resources Development Canada (HRDC) and Citizenship and Immigration Canada (CIC).*



UNIVERSITY  
OF MANITOBA

## DEAN FACULTY OF GRADUATE STUDIES

The University of Manitoba invites nominations and applications for the position of Dean of the Faculty of Graduate Studies.

Recognized for its excellence in teaching and research, the University of Manitoba ([www.umanitoba.ca](http://www.umanitoba.ca)) is the province's largest university and its only research-intensive post-secondary institution. The University offers a wide range of graduate and undergraduate programs in traditional and non-traditional areas and in the professions.

The Faculty of Graduate Studies ([www.umanitoba.ca/faculties/graduate\\_studies/](http://www.umanitoba.ca/faculties/graduate_studies/)) is responsible for administering all graduate programs at the University of Manitoba. Graduate Studies is a key component of education and research activity of the University. The University currently offers the Master's degree in 79 disciplines or interdisciplinary areas and the PhD in 44 areas. There are 1,996 full-time and 856 part-time graduate students in these programs. The office of the Dean administers the University of Manitoba Graduate Fellowship program as well as other scholarship and fellowship programs. Currently there are approximately 1,974 full-time and part-time academic staff who are members of the Faculty of Graduate Studies. The University of Manitoba is engaged in a major strategic planning project and it is expected that the Dean will play a pivotal role in establishing the vision and goals for the Faculty of Graduate Studies.

The successful candidate must have a strong record in teaching and research, a commitment to graduate students and their education, and administrative experience and leadership ability appropriate for the scope and challenge of this senior position. Demonstrated organizational skills, knowledge of university administrative procedures, and the ability to communicate effectively and collaboratively with senior administrators, faculty members, support-staff, students, and government and industry personnel are essential attributes. The successful candidate should hold a PhD and qualify for a tenured academic appointment at the rank of Full Professor.

With a population of more than 650,000, Winnipeg ([www.city.winnipeg.mb.ca](http://www.city.winnipeg.mb.ca)) is a major multicultural centre with superb cultural amenities including ballet, theatre, symphony, professional sports, and fine restaurants. It has the most affordable housing in Canada. Winnipeg is also located close to some of the finest outdoor recreational opportunities in the world with a wide variety of lakes, beaches and wilderness areas within an easy drive from the city.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The appointment is expected to commence July 1, 2003 and is normally for a term of five years. Applications and nominations (including curriculum vitae and the names of three referees) will be considered commencing February 24, 2003, continuing until the position is filled. Please forward in confidence to:

Dr. Robert Kerr, Vice-President (Academic) and Provost; and  
Chair, Presidential Advisory Committee on the Selection of a Dean,  
Faculty of Graduate Studies, Room 202, Administration Building  
University of Manitoba, Winnipeg, Manitoba R3T 2N2

Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

[www.umanitoba.ca](http://www.umanitoba.ca)

at the  
centre  
of it all

## CAREERS CARRIÈRES

## SOCIAL &amp; CULTURAL FOUNDATIONS EDUCATION

■ **THE UNIVERSITY OF WINDSOR** invites applications for tenure-track positions in the Faculty of Education in the areas of Mathematics, Music, Language Arts, Social and Cultural Foundations, Science, and Educational Policy and Leadership commencing July 1, 2003. Subject to Budgetary Approval. For detailed position descriptions visit our website at [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, ON N6B 3P4, Tel: 519.253.3000, Fax: 519.971.3612, Email: [progers@uwindor.ca](mailto:progers@uwindor.ca). Email: [progers@uwindor.ca](mailto:progers@uwindor.ca). For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drach, Director, Faculty Recruitment at 877-665-6606 (toll free) or [recruitment@uwindor.ca](mailto:recruitment@uwindor.ca).

## SOCIOLOGY

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Science, has up to four limited-term appointments available in its Department of Sociology and Anthropology. Please see full-page display ad in this issue.

■ **TRINITY UNIVERSITY** — The Department of Sociology invites applications for a 12-month limited-term appointment at the Assistant Professor level, beginning July 1, 2003. The successful candidate will be expected to teach Classical Sociological Theory, and at least one other course. The successful candidate is a primary teacher, respectfully, in Ottawa, but some teaching may be at the Peterborough campus. Please submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to: Prof. James Conley, Chair, Department of Sociology, Trinity University, 500 West Bank Drive, Peterborough ON K9J 7B8. The deadline for applications is February 15, 2003. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Trinity University is an employment equity employer and especially invites applications from women, aboriginal people, visible minorities, and disabled persons.

■ **THE UNIVERSITY OF WINDSOR** invites applications for faculty positions in the Department of Sociology and Anthropology in the areas of Criminology, and Family and Sexuality commencing in July 1, 2003. For detailed position descriptions visit our website at [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Dr. Tanya Black, Interim Department Head, Sociology and Anthropology, University of Windsor, Windsor, ON N6B 3P4, Tel: 519.253.3000, Fax: 519.971.3612, Email: [black@uwindor.ca](mailto:black@uwindor.ca). For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drach, Director, Faculty Recruitment at 877-665-6606 (toll free) or [recruitment@uwindor.ca](mailto:recruitment@uwindor.ca).

■ **THE UNIVERSITY OF WINNIPEG** — The Department of Sociology invites applications for a tenure-track position. The preferred candidate will have a primary specialization in Criminology and will be able to teach introductory and intermediate courses in Sociology. Candidates should have a PhD or be near completion to undertake a teaching position. The successful candidate will be expected to have completed a PhD, but applicants who are ABD will be considered. Position 1 will require the successful applicant to teach courses in the University of Guelph-Humber Justice Studies and Police Foundations Program. The University of Guelph-Humber, located in Toronto, is a new and exciting educational opportunity that builds on the combined strengths of the University of Guelph and Humber College, two of Ontario's leading educational institutions. Three programs began in September 2002. In September 2003, two more programs will begin, including the Justice Studies and Police Foundations Program. These programs integrate university-level academics with practical applications of knowledge within each field. Overall, the courses meet the criteria of both a post-secondary diploma and an honours degree. For the first two years, the successful candidate will also be expected to teach two courses in the Criminal Justice and Public Policy Program at Guelph. Position 2 will require the successful applicant to teach courses in the Criminal Justice and Public Policy Program jointly offered by the Department of Sociology and Anthropology and the Department of Political Science and in at least one other area of interest to the Department, such as native peoples,

quantitative or qualitative methods, sociological theory or any other topic that either complements or reinforces existing research and/or research specialization. The Department of Sociology and Anthropology, which offers programs in Sociology at both the undergraduate and graduate levels, also participates in an interdisciplinary program in the International Development and in an interdisciplinary PhD program in Rural Studies. Some teaching in the University of Guelph-Humber Justice and Police Foundations Program will be an option, though not required. Please forward applications directly to: Dr. Frans Schryer, Acting Chair, Department of Sociology & Anthropology, College of Social and Applied Human Sciences, The University of Guelph, Guelph, Ontario, Canada N1G 2W1, Fax: 519-837-9561. Applicants should include each of the following with their applications: a cover letter, a current C.V. (teaching dossier) (including sample course outlines, teaching evaluations, and a statement of the applicant's teaching philosophy), samples of published articles/books, and the names of three referees. Applications should be received by January 31, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from disabled aboriginal Canadians, persons with disabilities, members of visible minorities, and women.

## SOCIOLOGY &amp; ANTHROPOLOGY

■ **THE UNIVERSITY OF GUELPH** — The Department of Sociology and Anthropology wishes to make two entry-level appointments at the Assistant Professor level in the area of criminology. The appointments are expected to be effective July 1, 2003, or as negotiated. The successful candidates would be expected to teach courses mainly in the areas of Criminology and Justice Studies and prior teaching experience would be considered an asset. In addition to teaching, duties and responsibilities will include graduate student advising, research, participation in faculty meetings, limited administrative service and other duties as assigned. Applicants will be expected to have completed a PhD, but applicants who are ABD will be considered. Position 1 will require the successful applicant to teach courses in the University of Guelph-Humber Justice Studies and Police Foundations Program. The University of Guelph-Humber, located in Toronto, is a new and exciting educational opportunity that builds on the combined strengths of the University of Guelph and Humber College, two of Ontario's leading educational institutions. Three programs began in September 2002. In September 2003, two more programs will begin, including the Justice Studies and Police Foundations Program. These programs integrate university-level academics with practical applications of knowledge within each field. Overall, the courses meet the criteria of both a post-secondary diploma and an honours degree. For the first two years, the successful candidate will also be expected to teach two courses in the Criminal Justice and Public Policy Program at Guelph. Position 2 will require the successful applicant to teach courses in the Criminal Justice and Public Policy Program jointly offered by the Department of Sociology and Anthropology and the Department of Political Science and in at least one other area of interest to the Department, such as native peoples,

community-based research programs, and contributions to lifelong learning. The Department is particularly interested in candidates who can contribute to the development of new community-based research partnerships and take full advantage of new federal funding programs that support such partnerships. Applicants are asked to submit a curriculum vitae, an example of recent published work, and the names, addresses and contact numbers for three referees. Application packages should be sent directly to: Dr. Hing Committee Chairperson, Dr. Sandra Bell, Department of Sociology and Anthropology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files, including letters of reference, are complete. The deadline for completed applications is January 15, 2003. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

## SOCIOLOGY &amp; CRIMINOLOGY

■ **SAINT MARY'S UNIVERSITY** — The Department of Sociology and Criminology invites applications for a tenure track appointment at the Assistant Professor level commencing July 1, 2003. The Department is seeking a candidate with a strong record of research and teaching in the area of Criminology and Sociology. Candidates should have a PhD or be near completion. The Department offers an undergraduate degree in Criminology as well as a Masters Degree in Criminology and a Criminology Graduate Diploma. Saint Mary's also offers an undergraduate degree in Criminology and Sociology. Saint Mary's is a university committed to the local, regional, national and international communities. A commitment to service to the local, regional, national and international communities is reflected in its proportion of international students and its success in securing research and teaching in the field of Criminology. Saint Mary's has a number of active collaborative agreements with universities and educational institutions around the world. The Department is particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. The successful candidate will be expected to teach courses at both the graduate and undergraduate level. Applicants are asked to submit a curriculum vitae, an example of recent published work, and the names, addresses and contact numbers for three referees. Application packages should be sent directly to the Hiring Committee Chairperson, Dr. Sandra Bell, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files, including letters of reference, are complete. The deadline for completed applications is January 15, 2003. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

■ **SAINT MARY'S UNIVERSITY** — The Department of Sociology and Criminology invites applications for a tenure track appointment at the Assistant Professor level commencing July 1, 2003. The Department is seeking a candidate with a strong record of research and teaching in the area of Criminology and Sociology. Candidates should have a PhD or be near completion. The Department offers an undergraduate degree in Criminology as well as a Masters Degree in Criminology and a Criminology Graduate Diploma. Saint Mary's also offers an undergraduate degree in Criminology and Sociology. Saint Mary's is a university committed to the local, regional, national and international communities. A commitment to service to the local, regional, national and international communities is reflected in its proportion of international students and its success in securing research and teaching in the field of Criminology. Saint Mary's has a number of active collaborative agreements with universities and educational agencies around the world. The Department is particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. The successful candidate will be expected to teach courses at both the graduate and undergraduate level. Applicants are asked to submit a curriculum vitae, an example of recent published work, and the names, addresses and contact numbers for three referees. Application packages should be sent directly to the Hiring Committee Chairperson, Dr. Sandra Bell, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files, including letters of reference, are complete. The deadline for completed applications is January 15, 2003. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

■ **SAINT MARY'S UNIVERSITY** — The Department of Sociology and Criminology invites applications for a tenure track appointment at the Assistant Professor level commencing July 1, 2003. The Department is seeking a candidate with a strong record of research and teaching in the field of Criminology. The position is open but preference will be given to candidates specializing in International Criminology. The Department offers an undergraduate degree in Criminology as well as a Masters Degree in Criminology and a Criminology Graduate Diploma. Saint Mary's also offers an undergraduate degree in Criminology and Sociology. Saint Mary's is a university committed to the local, regional, national and international communities. A commitment to service to the local, regional, national and international communities is reflected in its proportion of international students and its success in securing research and teaching in the field of Criminology. Saint Mary's has a number of active collaborative agreements with universities and educational agencies around the world. The Department is particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. The successful candidate will be expected to teach courses at both the graduate and undergraduate level. Applicants are asked to submit a curriculum vitae, an example of recent published work, and the names, addresses and contact numbers for three referees. Application packages should be sent directly to the Hiring Committee Chairperson, Dr. Sandra Bell, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files, including letters of reference, are complete. The deadline for completed applications is January 15, 2003. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

■ **SAINT MARY'S UNIVERSITY** — The Department of Sociology and Criminology invites applications for a tenure track appointment at the Assistant Professor level commencing July 1, 2003. The Department is seeking a candidate with a strong record of research and teaching in the field of Criminology. The position is open but preference will be given to candidates specializing in International Criminology. The Department offers an undergraduate degree in Criminology as well as a Masters Degree in Criminology and a Criminology Graduate Diploma. Saint Mary's also offers an undergraduate degree in Criminology and Sociology. Saint Mary's is a university committed to the local, regional, national and international communities. A commitment to service to the local, regional, national and international communities is reflected in its proportion of international students and its success in securing research and teaching in the field of Criminology. Saint Mary's has a number of active collaborative agreements with universities and educational agencies around the world. The Department is particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. The successful candidate will be expected to teach courses at both the graduate and undergraduate level. Applicants are asked to submit a curriculum vitae, an example of recent published work, and the names, addresses and contact numbers for three referees. Application packages should be sent directly to the Hiring Committee Chairperson, Dr. Sandra Bell, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files, including letters of reference, are complete. The deadline for completed applications is January 15, 2003. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

■ **SAINT MARY'S UNIVERSITY** — The Department of Sociology and Criminology invites applications for a tenure track appointment at the Assistant Professor level commencing July 1, 2003. The Department is seeking a candidate with a strong record of research and teaching in the field of Criminology. The position is open but preference will be given to candidates specializing in International Criminology. The Department offers an undergraduate degree in Criminology as well as a Masters Degree in Criminology and a Criminology Graduate Diploma. Saint Mary's also offers an undergraduate degree in Criminology and Sociology. Saint Mary's is a university committed to the local, regional, national and international communities. A commitment to service to the local, regional, national and international communities is reflected in its proportion of international students and its success in securing research and teaching in the field of Criminology. Saint Mary's has a number of active collaborative agreements with universities and educational agencies around the world. The Department is particularly interested in candidates who can contribute to the greater internationalization of the Saint Mary's curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. The successful candidate will be expected to teach courses at both the graduate and undergraduate level. Applicants are asked to submit a curriculum vitae, an example of recent published work, and the names, addresses and contact numbers for three referees. Application packages should be sent directly to the Hiring Committee Chairperson, Dr. Sandra Bell, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Applicants are responsible for ensuring that their files, including letters of reference, are complete. The deadline for completed applications is January 15, 2003. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

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## SPANISH

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Science, has one immediate appointment available in 19th and 20th Century Spanish literature. Please see our full-page display ad in this issue.

■ **THE UNIVERSITY OF MANITOBA** — The Department of French, Spanish and Italian, Faculty of Arts, at the University of Manitoba invites applications for a full-time tenure-track position in Spanish American Studies at the rank of Assistant Professor. The appointment will begin July 1, 2003, or upon the successful candidate's availability. The successful candidate must have a PhD by the time of the appointment and have demonstrated success in both teaching and research. He or she must be flexible enough to teach Spanish language courses at all undergraduate levels, as well as courses in American Literature courses. The successful candidate will be expected to develop and maintain a strong research program. Responsibilities will also include service to the Department, Faculty and University. The starting salary will be based on the successful candidate's qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications for this position must include a letter of application and a curriculum vitae. As well, three confidential letters of reference must be received directly from the applicant's referees. Candidates may also wish to include a sample of scholarly writing and evidence of effective teaching, such as teaching evaluations and sample course outlines. Applications should be sent to: Professor Alan Macdonell, Chair, Spanish Hiring Committee (Spanish American), 431 Fletcher Building, University of Manitoba, Winnipeg, MB, R3T 5V6, Canada, Tel: (204) 474-9313; Fax: (204) 474-7578. The deadline for receipt of completed applications is 30 January 2003. Further information concerning this position, the Department and the University may be obtained from <http://www.umanitoba.ca/faculty/arts/academic/academic/academic/>. Application materials, including letters of reference, will be handled in accordance with Manitoba's Access to Information and Protection of Privacy Act.

## SPEECH PATHOLOGY

■ **THE UNIVERSITY OF ALBERTA** — The Faculty of Rehabilitation Medicine, Department of Speech Pathology and Allied Health Institute for Stuttering Treatment and Research invites applications for a tenure track position, at the level of Assistant or Associate Professor, subject to funding. Qualified candidates should hold a doctoral degree and demonstrate outstanding potential for an independent research career. Candidates will establish a novel research program with possibilities for collaboration with the Institute for Stuttering Treatment and Research. Areas of particular interest include treatment efficacy evaluation; predictors of success and relapse, including but not limited to neurophysiological predictors, and development of novel treatment approaches. A strong background in neuropsychology and/or clinical

## CAUT

## ACPPU

Publisher's Statement  
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contract's Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must comply themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions advertised in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to: N.W. Washington, DC 20005, tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, d'origine nationale, d'origine ethnique, d'âge, d'état civil, de situation familiale, ethnique, d'incapacité, d'orientation sexuelle, d'origine sociale ou de connexions ou de contacts politiques, idéologiques. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'il y ait des raisons valables pour lesquelles une exemption de la politique générale énoncée ci-dessus existe. Il est de la responsabilité de l'établissement qui a l'intention de publier une annonce restrictive de fournir à la rédaction du Bulletin une déclaration expliquant ces raisons.

Beaucoup d'universités canadiennes sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumettre des offres de soumission, à condition de se conformer à la loi sur l'équité en matière d'emploi. Ce engagement nécessite l'identification et l'élimination des obstacles artificiels à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidats à certains postes annoncés dans le Bulletin de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'étranger du Canada à titre de service pour les membres de l'ACPPU qui peuvent être intéressés. La perception de la liberté universitaire et du degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors (AAUP) enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censure, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005; tel: (202) 371-5900.

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Septembre	Septembre 15/02	Septembre 15/02
Octobre	Octobre 1/02	Octobre 1/02
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# CAREERS CARRIÈRES

research would be beneficial. The successful applicant will be expected to generate funding for his or her position as an Assistant Professor through an award from an external research agency such as AHFMR or CIHR. The granting agency's highly competitive awards are on the basis of excellence. Salary is commensurate with qualifications and experience. Applications will be accepted until the position is filled. The position is available July 1, 2003, or as soon as a suitable candidate is found. Candidates should forward their curriculum vitae, copies of recent publications, a outline of research and clinical interests and the names of three referees to: Dr. Albert Cook, Dean, Faculty of Medicine, University of Alberta, 48 Corbett Hall, University of Alberta, Edmonton, Alberta, Canada T6G 2G4. Phone: (403) 492-5931, Fax: (403) 492-1626. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta honours the basic of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified individuals, including persons with disabilities, members of visible minorities, and Aboriginal persons.

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■ **THE UNIVERSITY OF WATERLOO** — Applications are being accepted for a tenure-track or definite term position in Actuarial Science or Statistics at the Assistant Professor level. The successful candidate will have a PhD in an area of the mathematical or statistical sciences and research interests in either actuarial science or statistics. The successful candidate will also have a minimum of five years of professional actuarial qualifications and experience, although not strictly necessary, could be a distinct asset. Departmental strengths include research in stochastic processes, financial mathematics, stochastic modelling, risk theory, insurance, pensions, solvency management and stochastic models in finance. Additional opportunities for collaboration at UW can occur through the Centre for Applied Statistics, the Institute of Insurance and Pension Research, and the soon-to-be-formed Institute for Quantitative Finance. The successful candidate will have proven ability in or potential for research, in addition to good teaching and communication skills. Duties include undergraduate and graduate teaching, and the development of an independent research program. The salary offered will be commensurate with qualifications and experience. This appointment is subject to the availability of funds. The effective date is expected to be July 1, 2003 or later. The closing date for applications is February 28, 2003. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent to Professor David E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

## THEATRE

■ **THE UNIVERSITY OF REGINA** — Applications are invited for a 3-year term position as the Assistant Professor level, with primary teaching and supervisory responsibilities in the undergraduate BFA Acting program, as well as the graduate Interdisciplinary MA and MFA degrees, and directing department productions. Candidates should possess experience in acting and directing, an MFA or PhD degree in Theatre, professional theatre experience, a capacity to teach at the undergraduate and graduate levels, and capacity to supervise MA and MFA students. One or more strengths in any of the following are considered an asset: critical writing, film and television acting, alternative forms of theatre, and directing. The Department of Theatre, University of Regina offers BFA degrees in acting, design, technical theatre and stage management, taught in new state of the art performance and design facilities. The Department also offers BA and BA Honours degrees in Theatre Studies with a strong concentration in Dramaturgy, the option of a double degree in Arts Education, and has joined with other departments (Visual Arts, Indian Art, Music, Media Production and Studies) in the Faculty of Fine Arts in offering cross disciplinary MA and MFA programs. The Department has a national and international reputation for excellence, strong undergraduate and graduate degrees, and is a significant centre for creative production. Opportunities for projects and collaboration

are abundant, both within the Department and with artists and scholars across the country. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application, a current CV, including email address, and telephone number, as well as a letter of recommendation from three letters of reference to be forwarded to Chair, Search Committee for Theatre Studies, Department of Theatre, Film, and Creative Writing, the University of British Columbia, 6354 Crescent Road, Vancouver, BC, Canada, V6T 1Z2. Video tapes and photographs should not be submitted with the initial application. Complete applications must be received by 15 January 2003. The position start date is 1 July 2003, subject to budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants are encouraged to identify citizenship and immigration status.

## THEOLOGICAL STUDIES

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Science, has one limited-term appointment available in Biblical Studies. Please send our fullpage display ad in this issue.

## VISUAL ARTS

■ **THE UNIVERSITY OF OTTAWA** — The Faculty of Arts welcomes candidates for the position of Chair of the Department of Visual Arts. The Department of Visual Arts is part of the Faculty of Arts and offers two programs: a B.A. with Concentration in Visual Arts and a B.A. in Visual Arts. The Department of Visual Arts in Arts Administration is also offered in combination with one of these two programs. The B.A. is a degree geared toward the practice of contemporary art and admission to the program is subject to selection. The Concentration program requires study courses at the first year (1000) level only. Both programs include compulsory and optional courses in the Theory and History of Art. Some 230 students are presently registered in these programs. The Department has six regular positions, all fulfilled, and plans to hire two new regular members by 2005. On average, ten part-time instructors are hired each semester. The successful candidate will have a PhD or the equivalent with specialization in modern and contemporary art, a body of publications, university and administrative experience and will be fluent in English and French. The successful candidate will be at the rank of Associate Professor. The starting date is July 1st, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

permanent residents will be given priority. Equity is a University Policy. Applicants should submit their curriculum vitae, examples of published works and arrange for three confidential letters of recommendation sent separately by February 15th, 2003 to: Dr. David Staines, Dean Faculty of Arts, Sismar Hall, 60, University Street, Ottawa, ON K1N 6N5.

## WOMEN'S STUDIES

■ **WILFRID LAURIER UNIVERSITY** — The Women's Studies Program invites applications for a one-year limited-term position at the rank of Assistant Professor in Women's Studies. The program seeks applicants who can teach a large section of our first-year course "Introduction to Women's Studies," an upper-level course "Girls, Women, and Popular Culture," and other courses in the program. Applicants with a PhD (or near completion) and a specialization in Women's Studies, feminist theory and/or gender issues are welcome to apply. The position will commence July 1, 2003, subject to budgetary approval. Applicants should send their curriculum vitae, a cover letter outlining research and teaching interests, a short teaching dossier, a writing sample (max 20 pages) and arrange for three letters of reference to be sent to: Eleanor Ly, Coordinator, Women's Studies Program, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5 by March 28, 2003. All qualified applicants are welcome to apply; however, Canadian Citizens and Permanent Residents will be considered first for the position. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people.

## ZOOLOGY

■ **THE UNIVERSITY OF MANITOBA'S** Department of Zoology invites applications for a tenure-track Assistant Professor position to develop research pertinent to Canada's north. Specific research areas are flexible, but expertise in one or more of the following is an asset: parasitology, aquatic ecology, aquatic or terrestrial biota relative to environmental and climate change issues, conservation, biodiversity and other areas compatible with northern biological issues. The Department currently has a Canada Northern Research Chair. Applicants must possess a PhD in Zoology or allied discipline, with post-doctoral or equivalent research experience and evidence of strong research potential. The successful applicant will be expected to establish an independent, externally-funded research program, supervise graduate students and teach in our undergraduate and graduate programs, and fulfill some committee/administrative responsibilities. New faculty are initially given a reduced teaching

load. The salary will be commensurate with qualifications and experience. Startup support to help establish a research program is available. Additional external funding opportunities such as CFI may be available. The position is available for July 1, 2003 or an alternative date. The successful applicant will join a research-oriented college department that offers graduate and undergraduate education covering a wide spectrum of areas in animal biology. The Department has a variety of research support facilities including: an aquatic (including transgenic containment) and terrestrial animal holding facility, field stations, protective and analytical equipment, and an electron microscope unit. There are also opportunities for research instruction on campus with various university biological and biomedical departments as well as the Freshwater Institute of the Federal Dept of Fisheries and Oceans, which is responsible for research in the Central and Arctic regions of Canada. Winnipeg is an affordable, cosmopolitan city with a rich ethnic diversity, an active arts community and a wide array of outstanding restaurants. Outdoor activities and nature are close at hand within minutes of the city. Detailed information about our programs and research strengths as well as about the University and the city of Winnipeg can be found at our web site: [www.unimanch.ca/faculties/science/zoology](http://www.unimanch.ca/faculties/science/zoology) (home) <http://www.unimanch.ca/faculties/science/zoology> (home) or by contacting the Head. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should send a curriculum vitae, a brief statement of teaching philosophy, a summary of research interests, including a brief outline of a proposed research program with long-term objectives and the names and addresses of three referees to the address below. The closing date for completed applications is March 3, 2003. The University of Manitoba encourages applications from

qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. Dr. Erwin Hueter, Head, Department of Zoology, University of Manitoba, Winnipeg, MB, Canada, R3T 2N2, [erwinhueter@umanitoba.ca](mailto:erwinhueter@umanitoba.ca). Further information about the position can be obtained from Erwin Hueter at 204-474-9245 or fax 204-474-7588. Application materials, including letters of reference, will be handled in accordance with Manitoba's Freedom of Information Act.

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University of Victoria

Located on a 160-acre campus in Victoria, the University of Victoria serves a student population in excess of 18,000. The University of Victoria has built a reputation as one of Canada's leading universities and is recognized around the world for excellence in teaching and for its innovative, interdisciplinary approaches to research and scholarship—all in one of the most beautiful locations in North America.

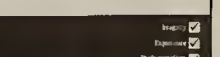
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John English, BA, MBA or William Lee, B.Sc., MBA, ISP (CIPS)  
J.G. Flynn & Associates Inc.  
Suite 1500 - 885 West Georgia St., Vancouver, B.C. V6C 3E8  
Telephone (604) 683-7205 Facsimile: (604) 689-2876  
Email: [recruit@jgflynn.com](mailto:recruit@jgflynn.com) Web Site: [www.jgflynn.com](http://www.jgflynn.com)

We thank all respondents in advance, as we can only commit to reply to those individuals selected for the interview process. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal peoples people of all sexual orientations and genders and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply, however in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.



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## THEATRE FILM & CREATIVE WRITING

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Theatre, Film, and Creative Writing invites applications for a tenure-track appointment as Assistant Professor of Theatre. Applicants should have a PhD, publications, strong evidence of active research, and some experience teaching at the post-secondary level. The desirable candidate will have expertise in the History of Theatre with additional strengths in at least one specialized area of research and teaching which might include: Film Studies, First Nations, Asian, or other Non-Western performance studies and forms, studies in gender and performance, and studies in non-traditional performance. The successful applicant will teach in the Department's BA Theatre Program, the MA and PhD Theatre Programs, and may teach in the BA Program in Cinema or Film Studies, as well as contribute to the development of new curriculum and provide editorial services to the Department and the creative service to the Department and the

# COMMENTARY

## TRIBUNE LIBRE

### A Study in Top-Down Mismanagement

By TIM QUIGLEY

**T**HE question of university governance has long been a matter of debate. Historically, and for sound reasons associated with their places in society, universities have developed a governance structure different from the more hierarchical structure typical of government bureaucracies and many corporations.

A unique feature of universities is the sharing of decision-making authority between a senate or council largely composed of academics and a board of governors or regents whose members are elected or appointed, often by the provincial government.

In most Canadian universities, the board of governors, through its administrative apparatus, must then negotiate collective agreements with its faculty and staff on salaries, benefits and working conditions. The collective bargaining process therefore necessarily brings faculty associations and staff unions into the governance process.

Unfortunately, there has been a trend away from such shared decision-making. Many university administrations have attempted to centralize decision-making in the hands of a few senior administrators. The University of Saskatchewan is an example of this trend.

AT THE U OF S, THE most recent component of the centralizing trend is a process called integrated planning. However, the integrated planning process did not begin the centralization of authority at our university.

At the outset, it is important to stress the role the U of S has played in our province. Created shortly after Saskatchewan became a province in 1905, the university developed over the next 80 years according to the plan devised by its founders, which included our first president and the first premier of the province.

The central role of the university was to be the people's university — that is, to provide postsecondary education, especially undergraduate education, and service to the citizens of the province. Research has always been important but its role was seen to be to attempt to solve the problems facing the province. Basic or curiosity-based research was central to this task.

From the mid 1980s the U of S has embarked on a different path, at first slowly but now in a more pronounced way. Through three successive presidents and their administrations we have engaged in a number of planning exercises. In the last decade or so, the original aims of the university have changed so that we have become much more a research institution.

The trend in Canadian post-secondary education to more targeted research funding has affected us greatly, with the result that the emphasis is on research in the sciences and applied sciences, while less attention has been paid to the social sciences and humanities and to undergraduate teaching and service.

This appears to be part and parcel of pursuing higher rankings in the annual university survey conducted by Maclean's magazine. At the same time, there have been steep rises in tuition fees so that access to university is increasingly in jeopardy. Much of the change in focus has occurred outside the planning processes and with campus-wide discussion and debate that has largely been cosmetic.

The process of centralization of governance has accelerated in the last five years or so. In 1998, every academic unit was required to prepare and submit a renewal plan, outlining areas of development, maintenance, and disinvestment (to use the jargon that was imposed with the exercise to indicate new initiatives, maintaining existing programs, and cutting other programs, respectively). Although it took a considerable amount of time and energy, academic units complied. However, approval or disapproval of the plans was never forthcoming.

Beginning in 1999, every academic unit was to be subjected to a systematic program review process that included external reviewers for each unit being reviewed. Again, the process required a huge amount of faculty and staff time and energy in the preparation of documentation both prior to and subsequent to the review. This process has not yet been completed in many academic units, even as yet another planning process — the so-called integrated planning process — has begun.

Under the integrated planning process, all academic units are once again told to prepare a plan according to a very rigid template. The same jargon — development, maintenance, and disinvestment — has been retained and the requirements for unit plans carefully stipulated.

It is obvious that the most important document will be the two-page executive summary, since the eventual decisions on priorities will be made by small committees composed entirely of senior administrators. There will be no expertise on the committees capable of judging the relative merits among competing disciplines.

Our university council — the equivalent of the senate elsewhere — has no representation whatever on the planning committees. Only recently has there been any degree of consultation with the council, but that has not changed the top-down nature of the process.

An even more worrisome aspect of the process is that a hiring freeze has been instituted. Filling existing faculty vacancies now requires a special case to be made and only in certain prescribed circumstances. The University of Saskatchewan Faculty Association has determined that roughly one-third of our members will reach retirement within five years. Many other faculty members may opt to retire early.

Consequently, our institution has instituted a hiring freeze at a time when we will soon need to replace up to 500 faculty members in a very competitive environment. Moreover, we have lost at least 120 faculty positions over the last decade, a matter we are currently trying to address at the bargaining table because of its effects on workload, recruiting and retention and morale.

There is also no mention whatever in the planning process of employment equity. This is a striking failure when one considers that women represent only about 26 per cent of faculty at our university. Saskatchewan ranks ninth out of the provinces in this regard and, since the other Saskatchewan universities fare much better, it is clear the U of S is among the worst in the country in achieving employment equity.

We also are poor in Aboriginal representation among faculty and, although among male faculty, visible minorities are well-represented, visible female minority representation is very low. Similarly, disabled people are under-represented on our faculty.

In addition to being a legal requirement under the Federal Contractors Program and under an agreement with the Saskatchewan Human Rights Commission, employment equity, if pursued vigorously, could be a powerful recruiting tool.

Active recruiting of faculty members from equity-seeking groups would increase our diversity, enhance the learning experience for students, lead to new research perspectives, and provide a benefit to the larger community. It would also broaden the pool of potential recruits to the university at a time when we are almost certain to face difficulties in this regard.

OUR FACULTY ASSOCIATION has decided we must act on the issue of the integrated planning process. Our members regularly tell us the workload, particularly for department heads, has become unbearable. Morale is very low and most faculty members are merely hunkering down attempting to perform their teaching, research and administrative duties. The workload associated with the integrated planning process is staggering and, at the same time, poses a great risk for academic units.

It is clear to us that, if allowed to continue, the integrated planning process will cause faculty members to plan their own retrenchment and cutbacks, while reserving the more pleasant chore of allocating new resources for some units to central administrators. The centrally-controlled fund for this purpose will be drawn from not filling vacancies and from a tax against tuition and operating grant increases to academic units.

Thus, the ongoing enterprise is jeopardized while the central plan is being prepared. Attempts to deal with workload, faculty complement, employment equity, and recruiting and retention will be stymied as the process unfolds.

Does it have to be this way? Obviously not. In 1993, CAUT commissioned the report of the Independent Study Group on University Governance. After an exhaustive study, the group concluded that shared governance between a senate and a board of governors was the preferred model. Academic decisions should rest with the collegial body while the board should deal with the fiscal integrity of the institution.

Perhaps more significantly, the ISGUG report rejected the trend towards centralized decision-making, the corporate management model. Indeed, the authors noted the corporate management model was in decline. In the ensuing decade, it is clear that modern management theory rests on a much more decentralized approach to decision-making. The redistribution of power and decision-making to employees is actually seen as a strength for the corporate entity. See, for example, Peter Block, *Stewardship* (1993).

Surely, in the academic milieu, decentralized decision-making is even more important, both to ensure that the wide range of perspectives within universities is reflected in the decisions and to instill a sense of participation among faculty members.

Undoubtedly, this is why recent policy statements adopted by CAUT stress the importance of collegial governance. (See the Policy Statement on Openness and Transparency in Post-secondary Education and the Policy Statement on Renewal and Retention of Academic Staff, both adopted at the November 2002 CAUT Council meeting.)

THE FACULTY ASSOCIATION has obtained a legal opinion which indicates that the integrated planning process contravenes the legislative authority of the administration and board of governors. Accordingly, we have called for a suspension of the integrated planning process until such time as a new process is developed. Such a process must comply with the legislated roles of the governing bodies, end the hiring freeze, allow other planning processes and necessary documentation to be completed first, include employment equity in its mandate, and be participatory and open in its processes.

It must also address the need for a strong undergraduate program at the same time as improving graduate education, ensure access to education for all strata of society, and maintain the balance among sciences, social sciences and humanities. Finally, sufficient administrative resources must be provided to academic units to enable them to undertake the planning without a significant increase in workloads.

The association does not oppose planning for academic institutions. Indeed, a sound planning process can avoid the favouritism that has sometimes occurred when particular programs have been preferred to others in the allocation of resources. However, we strongly believe that collegial governance is the best model for engaging in planning. We are certain that those at other academic institutions agree and hope that our struggle is an illustration that hierarchical management styles can and should be resisted. ■

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This commentary has the endorsement of the executive of the University of Saskatchewan Faculty Association and is intended as an illustration to the wider Canadian academic community of the dangers of centralization and the need to oppose it.

The views expressed are those of the author and not necessarily those of CAUT. Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime, managing editor, for details (duhaime@caut.ca). Commentary authors will be contacted only if their articles are accepted for publication.

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